

## CHAPTER-IV

# WORKING CONDITIONS, WELFARE, SOCIAL SECURITY AND INDUSTRIAL RELATIONS

### 4.1 INTRODUCTION

During the survey the data was collected on the various facets of working conditions of the workers in the units. The data collected on various facets of the working conditions includes working hours and rest intervals; medical facilities in case of accidents; welfare facilities like drinking water, washing facilities, urinals etc; social security like ESI, EPF, Group Insurance etc.; accommodation to the workers; Industrial relations and trade unions and impact of new economic policies of the Govt. on industrial establishments.

### BOX-III

<b>Working Conditions</b>	
• Percentage of total units not providing additional facilities/ incentives for working in the night shifts	: 4 per cent.
• Percentage of units providing weekly-off with wages among:	
a) Directly employed workers	: 15 per cent.
b) Employed through contractors	: 9 per cent.
• Percentage of units not allowing any holidays	: 8 per cent.
• Percentage of units not allowing with wages :	
a) Earned Leave	: 45 per cent.
b) Sick leave	: 85 per cent.
c) Casual leave	: 83 per cent.
• Percentage of units reporting not "good":	
a) Cleanliness	: 38 per cent.
b) Lighting	: 36 per cent.
c) Ventilation	: 41 per cent.
• Percentage of units having no fire fighting equipments	: 19 per cent.
• Percentage of units reported over crowded	: 5 per cent.
	: 4 per cent.

<ul style="list-style-type: none"> <li>● <b>Percentage of units not providing First-Aid Box</b></li> </ul>	
<ul style="list-style-type: none"> <li>● <b>Proportion of units having no arrangement for medical help to workers in case of accidents at work place</b></li> </ul>	<b>: one fourth.</b>
<ul style="list-style-type: none"> <li>● <b>Percentage of units having no facilities of:</b></li> </ul>	<b>: 93 per cent.</b>
<ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>a) Canteen</li> <li>b) Transport</li> </ul> </li> </ul>	<b>: 97 per cent.</b>
<ul style="list-style-type: none"> <li>● <b>Percentage of units employing women workers reporting non-existence of facilities :</b></li> </ul>	<b>: 10 per cent.</b>
<ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>a) Separate urinal/toilet.</li> <li>b) Separate working facilities</li> <li>c) Separate rest shelter</li> <li>d) Crèche</li> </ul> </li> </ul>	<b>: 39 per cent.</b>
	<b>: 53 per cent.</b>
	<b>: 100 per cent.</b>

### **BOX-IV**

<b>Social Security Coverage of Scheduled Tribe Workers</b>	
<ul style="list-style-type: none"> <li>● <b>Percentage of Scheduled Tribe workers covered under/ provided.</b></li> </ul>	
<ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>a) EPF Act.</li> <li>b) ESI Act.</li> <li>c) Gratuity Act.</li> <li>d) Group Insurance</li> <li>e) Maternity benefits</li> <li>f) Housing accommodation</li> </ul> </li> </ul>	<b>: 77 per cent.</b>
	<b>: 22 per cent.</b>
	<b>: 9 per cent.</b>
	<b>: 39 per cent.</b>
	<b>: 3 per cent.</b>
	<b>: 2 per cent.</b>

### **BOX-V**

<b>Industrial Relations</b>	
<ul style="list-style-type: none"> <li>● <b>Percentage of Scheduled Tribe workers as member of trade unions</b></li> </ul>	<b>: 5 per cent.</b>
<ul style="list-style-type: none"> <li>● <b>Number of Scheduled Tribe worker as office bearers of any trade union</b></li> </ul>	<b>: Nil.</b>
<ul style="list-style-type: none"> <li>● <b>Percentage of units reporting separate Grievance Redressed Machinery for Scheduled Tribe workers</b></li> </ul>	<b>: 11 per cent.</b>

## BOX-VI

<b>Impact of Liberalisation, Privatization and Globalization (LPG) in Govt. policies affecting industries of the belt.</b>	
<ul style="list-style-type: none"><li>Percentage of units (set up before 1990) in which there was no change in Business process, productions, sales, profitability, employment generation, funds availability, competition from big units, multinationals and new entrants, technology and quality of production</li></ul>	: More than 50 per cent.
<ul style="list-style-type: none"><li>Percentage of units on which there was no impact of Govt. policies implemented the impact of LPG</li></ul>	: 49 per cent.
<ul style="list-style-type: none"><li>Percentage of units adversely affected by the new policies</li></ul>	: 8 per cent.

### 4.2 WORKING CONDITIONS

#### 4.2.1 Hours of work, rest interval and night shift working:

The survey results reveal that in majority of the units the daily working hours are 8 hours. Out of 224 units surveyed, in 181 units the working hours are 8 hours. Only 4 units are found having more than 8 hours of working. The data is also collected for rest intervals. The result depicts that in majority of the units i.e. in 177 units the rest interval is found between half an hour to one hour. The number and percentage of units having daily hour of work and rest interval is presented in Table 4.1.

The data is also collected on the number of shifts, rate of overtime payment to the workers during the survey. The result reveals that in 141 units the work is done in only one shift. Only 59 (26 per cent of the total) units have reported working in night shifts also. For working in night shift, 49 units (22 per cent of total) of the units are providing additional facilities to the workers. The details of the findings are shown in Table 4.2.

#### 4.2.2 Weekly off with/without wages to various categories of workers

Table 4.3 shows the distribution of units allowing weekly off with or without wages to different category of workers. In the units where workers are

employed directly by the employer, in majority of the units weekly off is given to the workers. At aggregate level 99.1 per cent units are allowing weekly off to the workers. In most of the units (69 per cent) this weekly off is provided without wages to the workers. Only 15.3 per cent of the units are provided weekly off with wages. In other mode of employment, Employment through Contractor the results are more pity. Only 9.4 per cent units are giving weekly off with wages to their workers.

Table 4.4 shows the distribution of units granting various types of leave and holidays with wages to their workers. Majority of the units i.e. 92 per cent have allowed National Holidays with wages to their workers. about 45 per cent units are not granting earned leave with wages. For sick leave and casual leave 14.7 per cent and 16.5 per cent units are allowed to the workers with wages.

#### **4.2.3 Standard of Cleanliness, Lighting and Ventilation.**

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The survey team was also made qualitative assessment of the general environment in which the workers were found working. The information for general cleanliness, lighting, ventilation and over crowding is also collected during the course of the survey. The results are presented in Table 4.5. In majority of the units these standards are found satisfactory. In general cleanliness and lighting more than 60 per cent of the units are found in the category of 'Good'. Cleanliness, lighting, ventilation were not good in 38, 68 and 41 per cent of units respectively. In 19 per cent units, there was no fire fighting equipments provided where 5 per cent units were found over crowded. All these factories prove potential threats or risk to the health of the workers. Intensification of efforts by justification machinery required.

#### **4.3 MEDICAL FACILITIES AT WORK PLACE**

The data is collected on the distributions of units having first aid box and medical facilities to the workers in case of accidents. The survey results show

that 215 units are having first aid box in their establishments. It means 4 per cent of units have no provision of first-aid-box, 8 per cent of the units have poor accessibility of first-aid-box where as 7 per cent of units do not make replenishments. In case of accidents, 114 units are providing medical facilities through ESI and 36 units through private medical doctors. In 56 units i.e. one fourth there is no provision for providing medical facilities in any form. In Vapi and Sachin stratum more than 60 per cent of the units are providing medical help through ESI. The details of the results are shown in Table 4.6.

#### **4.4 WELFARE FACILITIES**

The welfare facilities are intended to ensure qualitative work environment to ensure the overall productivity of the workers. It may be seen from Table 4.7 that drinking water facility is provided by all the units. Conservancy arrangement and washing facilities is made available by 98.7 per cent of the units. For rest shelters, canteen and transport facilities it is provided by 57.1 per cent, 6.7 per cent and 2.7 per cent of the units surveyed respectively. The crèche facility is only provided by one unit in Navsari stratum and that in the public sector.

Only 35 per cents of units provided employment to women workers. 10 per cent of the units employing women did not provide separate urinal/toilet for women workers. 39 per cent of units did not provide separate washing facility for women. Rest shelter was not provided by 43 per cent units where as 5 per cent units employing women workers did not provide separate rest shelter for them.

#### **4.5 SOCIAL SECURITY**

Table 4.8 presents percentage distribution of the sample units providing social security to the workers under various social security schemes. At the aggregate level, the results show that 59.8 per cent of the units are statutorily covered under the Employees' Provident Funds. Further, 91.8 per cent of the units covered were implementing the scheme. All the units which were covered

under the EPF Act in Vapi and Navsari were implementing the Scheme. The total number of 2280 Scheduled Tribes workers i.e.77.4 per cent of the total Scheduled Tribes workers employed in the sample units are actual beneficiaries of the EPF scheme.

The results further show that 60.3 per cent of the units are covered under ESI Act and 84.4 per cent of them are implementing the scheme. In Vapi 77.1 per cent of the units are covered under this Act and 90.6 per cent are implementing the scheme. In Valsad Stratum, only 9.3 per cent of the units are covered under this Act. Only 22 percent of the Scheduled Tribe workers are covered under ESI Act.

Under the payment of Gratuity Act, 1972, 53.1 per cent of the units are covered at aggregate level and 79.8 per cent of these units are implementing the scheme. At Sachin, 62.5 per cent of the units are covered under this Act whereas 77.5 per cent of these units are actually implementing. At Valsad 44.2 per cent units are covered and all of these units are implementing the scheme. Only 9 per cent of the Scheduled Tribe workers are covered under the Group Insurance scheme is 39 per cent where as only 10 per cent Scheduled Tribe women workers were covered under the Maternity Benefit Act.

The information on pension, ex-gratia and compensation under Workmen Compensation Act is presented in Table 3.9. At aggregate level 78 units have reported Pension scheme to the workers, 123 units have reported EPF scheme for the workers and 33 units are paying ex-gratia compensation in case of injury or death. In Vapi stratum only 18.1 per cent units are providing Pension Scheme to their workers. In other words, 65 per cent of the total units are not covered under pension scheme, 45 per cent not covered under EPF, 85 per cent units are not paying ex-gratia in the case if injury or death and 94 per cent units are not paying additional compensation under WCA/ESI Acts.

## **4.6 HOUSING ACCOMMODATION**

The distribution of units providing housing accommodation to their workers is shown in Table 4.10. Only 47 units have reported providing accommodation facility to their workers. For workers employed directly by the employer, 221 houses have been allotted and 45 homes have been allotted to ST workers. In case of workers employed through contractors, 136 houses have been allotted and only 7 homes are provided to 2 per cent Scheduled Tribe workers and there is no scheme in existence to provide houses exclusively to Scheduled Tribe workers.

## **4.7 INDUSTRIAL RELATIONS**

### **4.7.1 Trade Unionism**

The survey results revealed that at aggregate level, there are only 5 registered trade unions with a total membership of 1133, out of which 160 are ST workers which is 14.1 per cent of the total membership. In Navsari stratum there are 2 trade unions with a total membership of 970 workers, out of which 117 are ST workers. In only 3 units, workers participation in the management is found. But out of the total Schedule Tribe workers, only 5 per cent are members of trade union and none of them is office leaver of any trade union.

### **4.7.2 Grievance Settlement Machinery**

Out of total 224 sample units covered under the survey results revealed that 44 units (19.6 per cent) reported the existence of grievances settlement machinery for settlement of the grievances of their workers. Only 5 units (11.4 per cent) have reported separate machinery exclusively for the benefit of the Schedules Tribes Workers.

#### **4.8 IMPACT OF NEW ECONOMIC POLICIES ON INDUSTRIAL UNITS ESTABLISHED BEFORE THE YEAR 1990**

An attempt is made to study the impact of the new economic policies being pursued by the Government of India after the year 1991 on the industrial establishments which were set up prior to the year 1990. Out of 224 sample units, 100 units are found to be established before 1990. Impact on different aspects like change in production, change in profits, and change in employment generation etc. have been collected during the course of the survey and its findings are presented in Table 4.12 and 4.12(a).

More than 50 per cent of the units have reported that there is no change in their business process due to change in Govt. policies. As for change in production, at aggregate level 37 units have reported increase in their production. At aggregate level 57 units have reported increase in their profits. In Vapi stratum, the changes are more significant than the other stratum. Out of 33 units established before 1990, 23 units have reported increase in production and sales, 20 & 19 units have reported increase in profitability and employment generation respectively.

In other words, in majority of units (established before 1990), there is no change business, process, production, sales, profitability, employment generation, funds availability, competition from big units, multinational and new entrants, technology and quality of production. In 49 per cent of units there was no impact of change in Government policies. Whereas 8 per cent were adversely affected.

**Table 4.1 : Distribution of Units by Daily Hours of Work and Duration of Rest Interval**

Sl. No.	Name of Stratum	No. of Units Surveyed	Category of Workers	No. of Units Reported	No. of Units Having						
					Daily Hour of Work			Duration of Rest Interval in Hours			
					Less than 8 hours	8 hours	More than 8 hours	Less than 1/2	1/2 > 1	1 < 1.5	1.5
1	2	3	4	5	6	7	8	9	10	11	12
1	Vapi	83	a) Directly Employed	80	21	57	2	-	73	7	-
			b) Employed through Contractor	15	5	10	-	-	15	-	-
			c) Other Workers	56	12	43	1	-	51	4	1
			<b>Sub Total</b>	<b>83</b>	<b>23</b>	<b>57</b>	<b>3</b>	<b>-</b>	<b>75</b>	<b>7</b>	<b>1</b>
2	Valsad	43	a) Directly Employed	43	11	32	-	3	34	4	2
			b) Employed through Contractor	6	2	4	-	-	6	-	-
			c) Other Workers	2	1	1	-	-	2	-	-
			<b>Sub Total</b>	<b>43</b>	<b>11</b>	<b>32</b>	<b>-</b>	<b>3</b>	<b>34</b>	<b>4</b>	<b>2</b>
3	Navsari	34	a) Directly Employed	33	-	33	-	-	21	12	-
			b) Employed through Contractor	4	-	4	-	-	3	1	-
			c) Other Workers	2	-	2	-	-	1	1	-
			<b>Sub Total</b>	<b>34</b>	<b>-</b>	<b>34</b>	<b>-</b>	<b>-</b>	<b>21</b>	<b>13</b>	<b>-</b>
4	Sachin	64	a) Directly Employed	64	5	58	1	-	47	15	2
			b) Employed through Contractor	7	-	7	-	-	7	-	-
			c) Other Workers	41	4	36	1	-	31	8	2
			<b>Sub Total</b>	<b>64</b>	<b>5</b>	<b>58</b>	<b>1</b>	<b>-</b>	<b>47</b>	<b>15</b>	<b>2</b>
5	All Strata	224	a) Directly Employed	220	37	180	3	3	175	38	4
			b) Employed through Contractor	32	7	25	-	-	31	1	-
			c) Other Workers	101	17	82	2	-	85	13	3
			<b>Total</b>	<b>224</b>	<b>39</b>	<b>181</b>	<b>4</b>	<b>3</b>	<b>177</b>	<b>39</b>	<b>5</b>

**Table 4.1(a) : Percentage Distribution of Units by Daily Hours of Work and Duration of Rest Interval**

Sl. No.	Name of Stratum	No. of Units Surveyed	Category of Workers	No. of Units Reported	% of Units Having							
					Daily Hour of Work			Duration of Rest Interval in Hour				
					Less than 8 hours	8 hours	More than 8 hours	Less than half hour	1/2 < 1	1 < 1.5	1.5	
1	2	3	4	5	6	7	8	9	10	11	12	
1	Vapi	83	a) Directly Employed	80	26.25	71.25	2.50		91.25	8.75		
			b) Employed through Contractor	15	33.33	66.67			100.00			
			c) Other Workers	56	21.43	76.79	1.79		91.07	7.14	1.79	
			<b>Sub Total</b>	<b>83</b>	<b>27.71</b>	<b>68.67</b>	<b>3.61</b>		<b>90.36</b>	<b>8.43</b>	<b>1.20</b>	
2	Valsad	43	a) Directly Employed	43	25.58	74.42		6.98	79.07	9.30	4.65	
			b) Employed through Contractor	6	33.33	66.67			100.00			
			c) Other Workers	2	50.00	50.00			100.00			
			<b>Sub Total</b>	<b>43</b>	<b>25.58</b>	<b>74.42</b>		<b>6.98</b>	<b>79.07</b>	<b>9.30</b>	<b>4.65</b>	
3	Navsari	34	a) Directly Employed	33		100.00			63.64	36.36		
			b) Employed through Contractor	4		100.00			75.00	25.00		
			c) Other Workers	2		100.00			50.00	50.00		
			<b>Sub Total</b>	<b>34</b>		<b>100.00</b>			<b>61.76</b>	<b>38.24</b>		
4	Sachin	64	a) Directly Employed	64	7.81	90.63	1.56		73.44	23.44	3.13	
			b) Employed through Contractor	7		100.00			100.00			
			c) Other Workers	41	9.76	87.80	2.44		75.61	19.51	4.88	
			<b>Sub Total</b>	<b>64</b>	<b>7.81</b>	<b>90.63</b>	<b>1.56</b>		<b>73.44</b>	<b>23.44</b>	<b>3.13</b>	
5	All Strata	224	a) Directly Employed	220	16.82	81.82	1.36	1.36	79.55	17.27	1.82	
			b) Employed through Contractor	32	21.88	78.13			96.88	3.13		
			c) Other Workers	101	16.83	81.19	1.98		84.16	12.87	2.97	
			<b>Total</b>	<b>224</b>	<b>17.41</b>	<b>80.80</b>	<b>1.79</b>	<b>1.34</b>	<b>79.02</b>	<b>17.41</b>	<b>2.23</b>	

**Table 4.2 : Percentage Distribution of Units by Number of Shifts, Changeover of Shift and Rates of Overtime Payment**

Sl. No.	Name of Stratum	No. of Units Covered	Number of Units Reported					Percentage Number of Units Reported		Percentage Change over of shifts as of Col.5	Percentage Units Providing Additional Facility/ Concession to Workers in the Night Shift
			One shift	More than one shift	Change-over of shifts as of Col.5	Working in night shift	Providing additional facility/ concession to workers in the night shift	One shift	More than one shift		
1	2	3	4	5	6	7	8	9	10	11	13
1	Vapi	83	59	24	23	18	11	71.1	28.9	95.8	61.1
2	Valsad	43	32	11	11	7	6	74.4	25.6	100.0	85.7
3	Navsari	34	25	9	9	5	5	73.5	26.5	100.0	100.0
4	Sachin	64	25	39	36	29	27	39.1	60.9	92.3	93.1
<b>Total</b>		<b>224</b>	<b>141</b>	<b>83</b>	<b>79</b>	<b>59</b>	<b>49</b>	<b>62.9</b>	<b>37.1</b>	<b>95.2</b>	<b>83.1</b>

76

**Table 4.3 : Distribution of Sample Units Allowing Weekly Off to Various Category of Worker with/without Wages**

Sl. No.	Name of Stratum	No. of Units surveyed	No. of Units Allowing Weekly off to											
			Directly Employed Workers				Employment Through Contractor				Staff of Clerical, Peon, Watch & Ward and Other Services			
			No. of units reported	with wages	without wages	With wages to some and without wages to others	No. of units reported	with wages	without wages	With wages to some and without wages to others	No. of units reported	with wages	without wages	With wages to some and without wages to others
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Vapi	83	81	14	58	9	13	2	10	1	42	31	8	3
2	Valsad	43	43	5	34	4	7	-	7	-	7	5	2	-
3	Navsari	34	34	8	21	5	5	-	5	-	19	15	3	1
4	Sachin	64	64	7	40	17	7	1	5	1	43	33	8	2
	All	224	222	34	153	35	32	3	27	2	111	84	21	6

(in percentage)

Sl. No.	Name of Stratum	No. of Units Surveyed	Directly Employed Workers				Employment Through Contractor				Staff of Clerical, Peon, Watch & Ward and other services			
			No. of units reported	with wages	without wages	With wages to some and without wages to others	No. of units reported	with wages	without wages	With wages to some and without wages to others	No. of units reported	with wages	without wages	With wages to some and without wages to others
			4	5	6	7	8	9	10	11	12	13	14	15
1	Vapi	83	97.59	17.28	71.60	11.11	15.66	15.38	76.92	7.69	50.60	73.81	19.05	7.14
2	Valsad	43	100.00	11.63	79.07	9.30	16.28	-	100.00	-	16.28	71.43	28.57	-
3	Navsari	34	100.00	23.53	61.76	14.71	14.71	-	100.00	-	55.88	78.95	15.79	5.26
4	Sachin	64	100.00	10.94	62.50	26.56	10.94	14.29	71.43	14.29	67.19	76.74	18.60	4.65
	All	224	99.11	15.32	68.92	15.77	14.29	9.38	84.38	6.25	49.55	75.68	18.92	5.41

**Table 4.4 : No. of Units Allowing Leave and Holidays with Wages to their Workers**

Sl. No.	Name of Stratum	No. of units surveyed	Number of Units Granting Leave/Holidays with Wages						Percentage of Units Granting Leave/Holidays with Wages					
			Earned/ Annual leave	Casual leave	Sick leave	National Holiday	Festival Holiday	No Leave	Earned/ Annual leave	Casual leave	Sick leave	National Holiday	Festival Holiday	No Leave
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Vapi	83	51	18	10	72	67	11	61.45	21.69	12.05	86.75	80.72	13.25
2	Valsad/ Pardi	43	27	4	6	43	40	-	62.79	9.30	13.95	100.00	93.02	-
3	Navsari	34	18	13	4	32	32	2	52.94	38.24	11.76	94.12	94.12	5.88
4	Sachin	64	26	2	13	59	57	5	40.63	3.13	20.31	92.19	89.06	7.81
	<b>Total</b>	<b>224</b>	<b>122</b>	<b>37</b>	<b>33</b>	<b>206</b>	<b>196</b>	<b>18</b>	<b>54.46</b>	<b>16.52</b>	<b>14.73</b>	<b>91.96</b>	<b>87.50</b>	<b>8.04</b>

78

**Table 4.5 : Distribution of Units by Working Environment and Safety Measures**

Sl. No.	Name of Stratum	No of Unit surveyed	No. and Percentage of Units with Standard of									No.of Units Reported		No.of Units having Fire Fighting Equipments
			General cleanliness			Lighting			Ventilation			Over crowding		
			Good	Satis-factory	Bad	Good	Satis-factory	Bad	Good	Satis-factory	Bad	Yes	No	
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
1	Vapi	83	60	23	-	65	18	-	61	22	-	4	79	70
2	Valsad/Pardi	43	10	33	-	10	33	-	8	35	-	3	40	33
3	Navsari	34	27	6	1	26	8	-	22	12	-	1	33	28
4	Sachin	64	43	20	1	43	20	1	42	21	1	2	62	51
<b>Total</b>		<b>224</b>	<b>140</b>	<b>82</b>	<b>2</b>	<b>144</b>	<b>79</b>	<b>1</b>	<b>133</b>	<b>90</b>	<b>1</b>	<b>10</b>	<b>214</b>	<b>182</b>

(in percentage)

Sl. No.	Name of Stratum	No of Unit surveyed	No. and Percentage of Units with Standard of									No.of Units Reported		No.of Units having Fire Fighting Equipments
			General cleanliness			Lighting			Ventilation			Over crowding		
			Good	Satis-factory	Bad	Good	Satis-factory	Bad	Good	Satis-factory	Bad	Yes	No	
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
1	Vapi	83	72.29	27.71		78.31	21.69		73.49	26.51		4.82	95.18	84.34
2	Valsad/Pardi	43	23.26	76.74		23.26	76.74		18.60	81.40		6.98	93.02	76.74
3	Navsari	34	79.41	17.65	2.94	76.47	23.53		64.71	35.29		2.94	97.06	82.35
4	Sachin	64	67.19	31.25	1.56	67.19	31.25	1.56	65.63	32.81	1.56	3.13	96.88	79.69
<b>Total</b>		<b>224</b>	<b>62.50</b>	<b>36.61</b>	<b>0.89</b>	<b>64.29</b>	<b>35.27</b>	<b>0.45</b>	<b>59.38</b>	<b>40.18</b>	<b>0.45</b>	<b>4.46</b>	<b>95.54</b>	<b>81.25</b>

79

**Table 4.6 : Distribution of Units having First-aid Box, its Accessibility and Providing Treatment in Case of Industrial Accidents**

Sl. No.	Name of Stratum	No. of Units Surveyed	No. of Units with First-aid Box, its Accessibility and its Timely Replacement				No. of Units Reported Medical Facilities for Treatment of Workers				
			having first-aid box	Accessibility		having first aid box replenished timely	ESI	Contract with Pvt. Medical Practitioner	Arrangement with pvt. clinic	Others	No provision
				Good	Poor						
1	2	3	4	5	6	7	8	9	10	11	12
1	Vapi	83	81	74	7	73	59	1	-	1	22
2	Valsad	43	42	40	2	41	2	23	7	-	11
3	Navsari	34	31	31	-	31	14	6	1	5	8
4	Sachin	64	61	53	8	55	39	6	3	1	15
All		224	215	198	17	200	114	36	11	7	56

(in percentage)

Sl. No.	Name of Stratum	No. of Units Surveyed	No. of Units with First-aid Box, its Accessibility and its Timely Replacement				No. of Units Reported Medical Facilities for Treatment of Workers				
			having first-aid box	Accessibility		having first aid box replenished timely	ESI	Contract with Pvt. Medical Practitioner	Arrangement with Pvt. Clinic	Others	No provision
				Good	Poor						
1	2	3	4	5	6	7	8	9	10	11	12
1	Vapi	83	97.59	91.36	8.64	90.12	71.08	1.20	-	1.20	26.51
2	Valsad	43	97.67	95.24	4.76	97.62	4.65	53.49	16.28	-	25.58
3	Navsari	34	91.18	100.00	-	100.00	41.18	17.65	2.94	14.71	23.53
4	Sachin	64	95.31	86.89	13.11	90.16	60.94	9.38	4.69	1.56	23.44
All		224	95.98	92.09	7.91	93.02	50.89	16.07	4.91	3.13	25.00

80

**Table 4.7 : Distribution of Sample Units by the Extent of Availability of Welfare Facilities.**

Sl. No.	Name of Stratum	No. of Units Surveyed	No. of Units Employing Women Workers	No. and Percentage of Units which had Provided										
				Drinking Water		Urinal/Latrines		Washing Facilities		Rest shelter/Lunchroom		Canteen	Creche	Transport Facilities
				provided	separately for women	provided	separately for women	provided	separately for women	provided	separately for women			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Vapi	83	25	83	14	83	25	81	16	62	14	4		1
2	Valsad/Pardi	43	26	43	12	43	22	43	16	16	11	2		3
3	Navsari	34	14	34	5	34	14	34	10	21	9	4	1	
4	Sachin	64	14	64	6	61	10	63	6	29	3	5		2
<b>Total</b>		<b>224</b>	<b>79</b>	<b>224</b>	<b>37</b>	<b>221</b>	<b>71</b>	<b>221</b>	<b>48</b>	<b>128</b>	<b>37</b>	<b>15</b>	<b>1</b>	<b>6</b>

(in percentage)

Sl. No.	Name of Stratum	No. of Units Surveyed	No. of Units Employing Women Workers	No. and Percentage of Units which had Provided										
				Drinking Water		Urinal/Latrines		Washing Facilities		Rest shelter/Lunchroom		Canteen	Creche	Transport Facilities
				provided	separately for women	provided	separately for women	provided	separately for women	provided	separately for women			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Vapi	83	25	100.00	56.00	100.00	100.00	97.59	64.00	74.70	56.00	4.82	0.00	1.20
2	Valsad/Pardi	43	26	100.00	46.15	100.00	84.62	100.00	61.54	37.21	42.31	4.65	0.00	6.98
3	Navsari	34	14	100.00	35.71	100.00	100.00	100.00	71.43	61.76	64.29	11.76	2.94	0.00
4	Sachin	64	14	100.00	42.86	95.31	71.43	98.44	42.86	45.31	21.43	7.81	0.00	3.13
<b>Total</b>		<b>224</b>	<b>79</b>	<b>100.00</b>	<b>46.84</b>	<b>98.66</b>	<b>89.87</b>	<b>98.66</b>	<b>60.76</b>	<b>57.14</b>	<b>46.84</b>	<b>6.70</b>	<b>0.45</b>	<b>2.68</b>

**Table 4.8 : Distribution of Units Providing Social Security to Workers Under Various Schemes**

Sl. No.	Name of Stratum	No. of Units surveyed	Name of the Scheme	No. of Units		Category of Workers Covered by Reporting Units		No. of Scheduled Tribes Workers Aailed Benefits	% of Units		Category of Workers Covered by Reporting Units in percentage	
				Statutory	Actually	All categories	Some categories		Statutory covered	Actually implemented	All categories	Some categories
1	Vapi	83	EPF Act	51	51	49	2	542	61.45	100.00	96.08	3.92
			ESI Act	64	58	56	2	492	77.11	90.63	96.55	3.45
			Payment of Gratuity Act	42	34	30	4	49	50.60	80.95	88.24	11.76
			Group Insurance		6	6		27			100.00	0.00
			Maternity Benefit		8	3	5	2			37.50	62.50
			Other Scheme									
2	Valsad	43	EPF Act	19	16	16		1299	44.19	84.21	100.00	0.00
			ESI Act	4	2	2		7	9.30	50.00	100.00	0.00
			Payment of Gratuity Act	19	19	17	2	70	44.19	100.00	89.47	10.53
			Group Insurance		6	5	1	966			83.33	16.67
			Maternity Benefit		7	4	3	1			57.14	42.86
			Other Scheme		11	9	2	1020			81.82	18.18
3	Navsari	34	EPF Act	20	20	18	2	358	58.82	100.00	90.00	10.00
			ESI Act	18	15	14	1	69	52.94	83.33	93.33	6.67
			Payment of Gratuity Act	18	11	11		140	52.94	61.11	100.00	0.00
			Group Insurance		9	6	3	139			66.67	33.33
			Maternity Benefit		6	2	4	7			33.33	66.67
			Other Scheme		5	4	1	424			80.00	20.00
4	Sachin	64	EPF Act	44	36	28	8	81	68.75	81.82	77.78	22.22
			ESI Act	49	39	29	10	84	76.56	79.59	74.36	25.64
			Payment of Gratuity Act	40	31	27	4	9	62.50	77.50	87.10	12.90
			Group Insurance		7	7		9			100.00	0.00
			Maternity Benefit									
			Other Scheme		1	1					100.00	0.00
5	All	224	EPF Act	134	123	111	12	2280	59.82	91.79	90.24	9.76
			ESI Act	135	114	101	13	652	60.27	84.44	88.60	11.40
			Payment of Gratuity Act	119	95	85	10	268	53.13	79.83	89.47	10.53
			Group Insurance		28	24	4	1141			85.71	14.29
			Maternity Benefit		21	9	12	10			42.86	57.14
			Other Scheme		17	14	3	1444			82.35	17.65

**Table 4.9 : Distribution of Units Providing Pension, Ex-Gratia, Compensation and Additional Compensation under Workmen Compensation Act/ ESI ACT.**

Sl. No.	Name of Stratum	No. of Units Surveyed	No. of Units Reported				Percentage of Units Reported			
			Pension Scheme	Coverage of workers under EPF Scheme	Paying ex-gratia compensation in case of injury/death	Paying additional compensation under workmen compensation Act/ESI Act	Pension Scheme	Coverage of workers under EPF Scheme	Paying ex-gratia compensation in case of injury/death	Paying additional compensation under workmen compensation Act/ESI Act
1	2	3	4	5	6	7	8	9	10	11
1	Vapi	83	15	51	7	1	18.1	61.4	8.4	1.2
2	Valsad	43	16	16	8	4	37.2	37.2	18.6	9.3
3	Navsari	34	19	20	14	8	55.9	58.8	41.2	23.5
4	Sachin	64	28	36	4	1	43.8	56.3	6.3	1.6
<b>All</b>		<b>224</b>	<b>78</b>	<b>123</b>	<b>33</b>	<b>14</b>	<b>34.8</b>	<b>54.9</b>	<b>14.7</b>	<b>6.3</b>

**Table 4.10 : Distribution of the Number of Units providing Housing Accommodation and the Number of Workers Benefitted by the Scheme**

Sl. No.	Name of Stratum	No. of Units Providing Housing Accommodation	Category of Workers Covered								Units Reporting Housing Scheme Exclusively for S.T Workers
			Directly Employed		Employed through Contrators		Staff of Clerical		All Categories of Workers	Scheduled Tribes Workers	
			Total house allotted	No. of housed allotted to S.T workers	Total house allotted	No. of housed allotted to S.T workers	Total house allotted	No. of housed allotted to S.T workers			
1	2	3	4	5	6	7	8	9	10	11	12
1	Vapi	11	38	7	-	-	2	1	40	8	-
2	Valsad	14	65	5	136	7	1	1	202	13	-
3	Navsari	1	-	-	-	-	2	-	2	-	-
4	Sachin	21	118	33	-	-	4	1	122	34	-
<b>All</b>		<b>47</b>	<b>221</b>	<b>45</b>	<b>136</b>	<b>7</b>	<b>9</b>	<b>3</b>	<b>366</b>	<b>55</b>	<b>-</b>

**Table 4.11 : Distribution of Units Reporting Trade Union Activities Worker's Participation in Management and Grievance Settlement Machinery**

Sl. No.	Name of Stratum	No. of Units Surveyed	No. of Units Reporting Trade Unions		No. of Units Registered		Membership as on Reference Date		No. of ST Workers Who were Office Bearer of the Registered Trade Unions	No. of Units Reported Scheme for Participation of Workers in Management	No. of ST Workers Representing Participation in Management	No of Units having	
			Registered	Unregistered	Recognised by management	Not recognised by management	Total members	ST members				Grievance settlement machinery	Separate grievance settlement machinery for ST workers
1	2	3	4	5	6	7	6	7	8	9	10	11	12
1	Vapi	83	1	-	1	-	48	5	-	-	-	22	-
2	Valsad/Pardi	43	1	-	1	-	67	37	-	-	-	10	3
3	Navsari	34	2	-	2	-	970	117	-	3	3	10	2
4	Sachin	64	1	-	1	-	48	1	-	-	-	2	-
<b>All</b>		<b>224</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1133</b>	<b>160</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>44</b>	<b>5</b>

**Table - 4.12 : Distribution of Units (Established before 1990) Reporting Impact of New Economic Policies on Industrial Establishments Employing Scheduled Tribe Workers**

Sl. No.	Name of Stratum	No. of Units Surveyed	No. of Units Establishment before 1990	No. of Units Reported Change in														
				Production			Sale			Profitability			Employment generation			Availability of funds		
				Increased	Decreased	No change	Increased	Decreased	No change	Increased	Decreased	No change	Increased	Decreased	No change	Increased	Decreased	No change
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	Vapi	83	33	23	5	5	23	6	4	20	10	3	19	7	7	22	4	7
2	Valsad/ Pardi	43	22	3	1	18	3	1	18	3	1	18	2	1	19	3	1	18
3	Navsari	34	34	1	-	33	-	-	34	1	-	33	-	-	34	1	-	33
4	Sachin	64	11	10	-	1	10	-	1	10	-	1	9	-	2	11	-	-
<b>Total</b>		<b>224</b>	<b>100</b>	<b>37</b>	<b>6</b>	<b>57</b>	<b>36</b>	<b>7</b>	<b>57</b>	<b>34</b>	<b>11</b>	<b>55</b>	<b>30</b>	<b>8</b>	<b>62</b>	<b>37</b>	<b>5</b>	<b>58</b>

86

**Table - 4.12(a) : Distribution of Units (Established before 1990) Reporting Impact of New Economic Policies on Industrial Establishments Employing Scheduled Tribe Workers**

Sl. No.	Name of Stratum	No. of Units Surveyed	No. of Units Establishment before 1990	No. of Units Reported Competition from									Change in Technology and Quality of Production			Overall Views	
				Big Units			Multinational			New Entrance			Improved	No change	Feel better placed	Adversely affected	No impact
				Increased	Decreased	No change	Increased	Decreased	No change	Increased	Decreased	No change					
1	2	3	4	20	21	22	23	24	25	26	27	28	29	30	31	32	33
1	Vapi	83	33	23	2	8	13	3	17	25	1	7	22	11	23	6	4
2	Valsad/Pardi	43	22	2	1	19	3	1	18	3	1	18	7	15	7	2	13
3	Navsari	34	34	1	-	33	1	-	33	1	-	33	6	28	2	-	32
4	Sachin	64	11	11	-	-	8	-	3	9	-	2	11	-	11	-	-
<b>Total</b>		<b>224</b>	<b>100</b>	<b>37</b>	<b>3</b>	<b>60</b>	<b>25</b>	<b>4</b>	<b>71</b>	<b>38</b>	<b>2</b>	<b>60</b>	<b>46</b>	<b>54</b>	<b>43</b>	<b>8</b>	<b>49</b>

87