

A Study on Family Welfare Schemes of Mining Industries at Ballari District

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Abstract

The paper examines the labour welfare facilities provided by the mining industries to the contract labours. The sample of 300 was drawn from the universe. 50 sample from each mining industry respectively. The questionnaire method was used to collect the data from the respondents. The SPSS Package was incorporated to compute the tables and interpret the data.

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Introduction

The welfare plays an important role in the life of the labours. Women and Child Welfare: Antenatal and postnatal care; maternity aid, crèche and child care; Women's general education; family planning services, Separate services for women workers, that is lunch rooms, urinals, rest rooms, Women's recreation (indoor)

Creches:

The place of creches in improving efficiency of the mother is vital. The women workers can produce more amount of output only when they are assured that their children are safe and in good custody. In coalfields the creches service occupies the important place. Firstly, the number of women workers in coalfields is not negligible. Secondly the peculiarity of work makes the children exposed to the vagaries of weather causing the involvement in accident. So the owner of every mine unless otherwise provided shall construct there at a creche in accordance with plans prepared in conformity with the rules and previously approved by the competent authority. Lack of creches facility in mines may leave a room to the minds of the women workers to breed industrial unrest.

Canteens

Canteen facilities are also important to improve the health and efficiency of the workers and thereby to reduce the absenteeism and labour turnover rate as well. Workers get contented and remain free from causing unrest in the industry in which they are employed only when they find before their eyes that a good canteen arrangement has been introduced to provide cheap and clean food to them. Hence Canteen movement must be accepted by the State as a definite change and the running of canteens must be accepted by the employers as a national investment.

1. Clause 3 of the Mines Creche Rules, 1946.

2. Planning for Labour (I.L.O.), 1947, p.107

Review of literature

Kelly and Haskins (1921) conducted a study on foundations of Industrial welfare that focused on the relationship between labour and management. It is recorded that the modern industry offers provisions for various compensation, insurance, and education. Also the industries made general improvement in hours and conditions of work which legislation made compulsory. The co-operation between

the employers and employees are good. Welfare activities like supervised-dining rooms, recreation and athletic clubs, educational classes and libraries, etc are also provided. It is suggested that Industry committee could finance schemes like - recreation clubs, educational and libraries, mutual aid, and pension funds.

Report of the Bombay textile labour enquiry committee (1940) revealed that the rural labour attends work and live in an unhealthy environment without any recreation facilities. The tiring conditions of tedious and hectic job make the labour become irregular and often indiscipline. All these have been referred to as the social invasion of the factory. It is concluded that there is a need for providing welfare services.

Paul (1951) stated that the welfare services are as varied as life itself and are constantly being adapted to suit the new situation. The welfare services change according to the changes in human needs, problems of adjustment to social environments, or changes in the structure of society. It is also mentioned that the concept of welfare vary from country to country, industry to industry, and even from company to company.

Gille (1952) made a study of family welfare measures in Denmark and elaborated the welfare measures taken by the government to reduce the difficulties of working mothers. The government provided some compensation during maternity leave. It is further noted that the government established centers for providing counseling to pregnant and confined women on legal, social and medical issues and provided loans to working women to build houses. The paper also enumerated the schemes of the government that provide loans to the companies to build nursery to the children of working women and free meals at nursery.

Methods and Materials

Objectives of the Study:

1. To find the family welfare measures practiced at mining industries of Ballari District

Scope of the study

This present study covers family welfare facilities provided by the selected mining industries of Ballari District. It is confined to 6 mining industries, they are JSW Pvt. Ltd, BMM, MSPL, Mahamanava, SMIORE and NMDC.

Sampling Design and Method

Keeping the objectives of the study in mind the researcher constructed the questionnaire to elicit information from the contract labours. The questionnaire was administered to a sample of 300 i.e. 50 respondents from each industry. Systematic random sampling method has been incorporated in this study. The Statistical Package for Social Sciences is used to compute and analyze the data. The correlation and ANOVA tests were used to know the contribution of the variables in the research.

Research Design

The descriptive research design is used for the present study.

Data analysis and Interpretation

Table 1.1 Do you get maternity Leave for women labours in your industry

Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
Yes				
No				

The above table reveals that 95.3% of the respondents are agree that the women labours are getting maternity leave and 4.7% of the respondents are feeling that women are not getting any such leaves so majority of the respondents are agree that the women are getting the maternity leave.

Table 1.2 Status of facility is provided to children by the industry

Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
Education				
Health				
Others				
Not at all				
Total				

The above table depicts that 48% of the respondents does not have any facilities provided to their children. And 35.7% have other facilities, 4.3% of respondents receive Education facility, 12% of respondents receive health facilities.

Interpretations of Correlations

	Sex	Aware of welfare Scheme
Pearson Correlation Sig. (2 -tailed) N		
Pearson Correlation Sig. (2 -tailed)		

The correlation between the variable sex and aware of welfare scheme is highly significant.

Correlations

	Educational Status	Work stress
Pearson Correlation Sig.(2 -tailed) N		
Pearson Correlation Sig. (2-tailed)		

In this table analysis of the relationship between two qualitative outcomes, i.e. educational status and work stress shown. There is no correlation of the above said variable. Hence it is not significant.

Correlations

	Marital Status	Deprived of National Holidays
Pearson Correlation Sig. (2-tailed) N		
Pearson Correlation Sig. (2-tailed)		

The correlation test results says the two variables are not significant.

Major Findings

- 95.3% of the respondents are agree that the women labours are getting maternity leave
- The children of the employees are provided by welfare facilities

- The correlation between the variable sex and aware of welfare scheme is highly significant.
- Relationship between two qualitative outcomes, i.e. educational status and work stress shows no correlation.

The marital status and deprived of National holidays does not have any correlation. Hence it is said to be not significant.

Suggestions

- Welfare of Women and Children- Special programmes for addressing problems of maternal and child health, malnutrition, infectious diseases, etc. can be taken up under the PMKKKY.

Conclusion

Through the research, it is suggested that the Government should take a keen interest to fill up the vacancies to share the work among them as the employees felt that the workload is very high. Some of the welfare measures like housing facilities; loan facilities, Rest Room facility, Housing Facilities and Gratuity should be incorporated along with welfare measures in order to satisfy employees and so the job performance can be improved. The corporation should take necessary steps to improve these measures. By doing this the employee can do their job more effectively and efficiently.

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