



SRI SHARADA COLLEGE BASRUR

“Labour Welfare Measures - A Study with Special Reference to Shree Krishnakrupa Cashews Pvt Ltd, Japthi”

*A Project Report Submitted for the partial fulfillment of the award of
Bachelor of Arts Degree in Mangalore University 2024*

Submitted By

**PRAGATHI(UO5RS21A0001),
MANASA(UO5RS21A0002),
SUBRAMANYA(UO5RS21A0017),
RAVISHA(UO5RS21A0020)**

Under the Guidance of

Mr. Nagaraj Shetty
Department of Economics
Sri Sharada College Basrur

DECLARATON

We hereby declare that the project report entitled “**Labour Welfare Measures - A Study with Special Reference to Shree Krishnakrupa Cashews Pvt Ltd, Japthi**” written and submitted by us and the work conducted under the guidance of Mr.Nagaraj Shetty, Lecturer in Economics, Sri Sharada College Basrur.

This report has been submitted in partial fulfillment of the award of **Bachelor of Arts** Degree in Mangalore University 2024.

The empirical findings in this report are based on the data collection. The matters included in this study are not a reproduction from any source. We further declared that any part of this project itself has not been submitted elsewhere for Award of any degree.

Date: 13-06-2024

Place: Basrur

**PRAGATHI(UO5RS21A0001),
MANASA(UO5RS21A0002),
SUBRAMANYA(UO5RS21A0017),
RAVISHA(UO5RS21A0020)**

ACKNOWLEDGEMENT

First of all we express my gratitude and sincere thanks to my project guide **Mr.Nagaraj Shetty, Lecturer in Economics, Sri Sharada College Basrur,** for his valuable advice and guidance to carry out the project work successfully this unstained attention and meticulous guidance at all stages of my project will be ever remembered.

we express my sincere thanks to **Mr. Jayaprakash Shetty, Proprietor Shree Krishnakrupa Cashews Pvt Ltd, Japthi** for having given us an opportunity to do the project work in his organization.

we express my humble thanks to **Mr. Krishnamurti, Manager and all staff of Shree Krishnakrupa Cashews Pvt Ltd, Japthi** for giving valuable guidance and vital information at different stages of this project work.

we express my sincere thanks to **Sri Sharada College Basrur** for academic Support in carrying out this report.

Finally, we would like to profoundly thank to our parents and friends who Helped me to complete this project successfully.

Date: 13-06-2024

Place: Basrur

**PRAGATHI(UO5RS21A0001),
MANASA(UO5RS21A0002),
SUBRAMANYA(UO5RS21A0017),
RAVISHA(UO5RS21A0020)**

Index Page of Contents

Sl.No	Contents	Page No.
1.	Index Page	1
2.	Introduction	2-7
3.	Scope of the Study and Review of Literature	8-10
4.	Methodology and Objectives of the study	11-12
5.	Company Profile.	13-21
6.	Data Analysis and Interpretation	22-34
7	List of Tables	35-35
8.	List of Charts and Graphs	36-36
8.	Findings, Suggestions and Conclusion	37-39
9.	References	40-40
10.	Questionnaire	41-45

I INTRODUCTION

INTRODUCTION:

The cashew industry has large economic significance as it employs more than 10 lakh people on farms and factories in rural areas. The cultivation of cashew in India covers a total of 0.7 million hectares of land, and the country produces over 0.8 million tonnes annually. The cashew industry provides the job for workers. So many states are involved in cashew industry. Cashew is mainly grown in states like Maharashtra, Kerala, Karnataka, Tamil Nadu, Andhra Pradesh, Goa, Odisha, West Bengal, and some parts of the North-Eastern region. Alphonso Cashew Industries is one of the leading procurer, processor and exporter of Cashew Nut from India. Maharashtra state is largest producer of cashew in India. Dakshina Kannada district has the highest area of cashew in Karnataka followed by Udupi, Belgaum, Chickballapur, Uttara Kannada, Kodagu and Kolar. The cashew brought from Brazil to India by Portuguese about 400 years ago. Initially it was cultivated to arrest soil erosion and sea winds, but later it became an important cash crop. In fact it was not Brazil but India, which made a commodity of international trade and India still remains the largest producer, processor and exporter of cashew. Cashew nut is a highly nutritious product. It gives more calories to the human body. Because of its nutritious content it gives more strength and stamina to the body. The cashew nut producers take a little percentage for their consumption and used to sell the remaining percentage. The largest producers sell the products for local sales and for exports. Cashew often referred as 'wonder nut', is one of the most valuable processed nuts traded on the global commodity markets and is also an important cash crop. It is potential to provide source of livelihood for the cashew growers. It empowers rural women in the processing sector. Further it creates employment opportunities and generates foreign exchange through exports. Cashew tree is believed to be a native of Brazil, from where it was dispersed to different parts of the world primarily for soil conservation, waste land development. Cashew is cultivated mainly in the Asian, African and Latin American zones. Asiatic zone includes India and Vietnam as the main producers, besides Indonesia, Philippines, Malaysia. In India major Cashew Producing States are Maharashtra, Andhra Pradesh, Orissa, Karnataka, Tamil Nadu, Kerala, Chattisgarh, West Bengal, Meghalaya, Gujarat.

Udupi district is blessed with beautiful rainfall, fertile soil and verdant vegetation. Pristine beaches, picturesque mountain ranges, temple towns and a rich culture make it a sought after tourist destination. Udupi district is basically an agrarian economy. Agricultural crops such as paddy, areca nut, coconut, rubber and cashew are the major crops being cultivated since long time. As such, Paddy and plantation crops grown in the district provide raw material for agro/fruit processing industries. One of the major exportable item is Cashew Kernels. Udupi district of Karnataka more than 110 small and tiny industries are involved in processing of cashew raw in Udupi. Udupi district belongs to Zone-2 as there are few industries as per the 2006-11 new industrial policy.

Cashew industries are seen more in Karkala and Kundapura taluk than in Udupi taluk. Adarsh Cashew Industries, Sastana(Kundapura); Bola Raghavendra Kamat and sons, Karkala; Bolkar Cashews, Ajeekar(Karkala); Karla Cashews, Karkala; Chittar Cashews, Vandar, Mandarthi (Kundapura); Palcon Cashews, Kolalagiri (Udupi); Gajanana Cashews, Kucchoor, Hebri(Karkala); Gajanana Cashews, Siddapur (Kundapur); Gayathri Cashews, Attur(Karkala); Greenland Industries, Kukkandoor (Karkala); Gulwadi Cashews, Mavinakatte (Kundapur); GuruGanesh Industries, Perdoor (Udupi); Kamakshi Exports, Karkala; Karkala Cashew Products, Karkala; Kotitheertha Cashew Industries, Tekkate (Kundapur), Lakshmi Cashew Industries, Hebri (Karkala); Sri Durga Cashew Industry, Ulloor(Kundapura); Mahalasa Exports, Hiriadka (Udupi); Mahalakshmi Cashew Industries, Shivapura, Hebri(Karkala); Mookambika Cashew Industries, Taggarse (Kundapur); Kamath Cashew Industries, Sanoor (Karkala); Sanoor Cashew Industries, Sanoor (Karkala); etc are the Cashew Industry found in Udupi District. In addition to these cashew industries there are about 180 small scale cashew industries in the district.

The term welfare refers to a state of living of an individual or a group in a desirable relationship with total environment – ecological, economic, and social. Conceptually as well as operationally, labour welfare is a part of social welfare which, in turn, is closely linked to the concept and the role of the State. The concept of social welfare, in its narrow contours, has been equated with economic welfare.

Labour welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Labour welfare also 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. Through such generous benefits the employer makes life worth living for employees. Welfare includes anything that is done for the comfort and improvement of labourers and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the Labourers high so as to retain the employees for longer duration. The following are the features of Labour welfare:

- Labour welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment.
- Welfare measures are in addition to regular wages and other economic benefits available to employees under legal provisions and collective bargaining.
- The basic purpose of Labour welfare is to improve the lot of the working class and thereby make a worker a good employee and a happy citizen.

- Labour welfare is an essential part of social welfare. It involves adjustment of an employee's work life and family life to the community or social life.
- Welfare measures may be both voluntary and statutory.

Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non-statutory schemes differ from organization to organization and from industry to industry. These include Personal Health Care (Regular medical check-ups), flexible working schedules, Employee Assistance Programs, Maternity Leave, Medi-claim Insurance Scheme etc.

So, Almost all the labour welfare measures are similar in all type of industries, because most of the welfare measures are compulsory (statutory welfare measures). Some welfare measures are different in different industries, because they are not compulsory (non-statutory welfare measures). The various acts of labour welfare measures are

1. Factories Act 1948
2. Employees family pension scheme 1971
3. Employee state insurance Act 1948
4. Workmen's compensation Act 1923
5. Payment of gratuity Act 1972.
6. Employees provident fund Act 1952
7. Maternity benefit Act 1961

1. Factories Act 1948: The existing law relating to regulation of labour employed in factories in India is embodied in the factories act 1934. Experience of the working of the act has revealed a number of defects and weakness, which hamper effective administration. Hence the factories act 1948 was enacted and new changes were introduced to make health safety and welfare measures more appropriate to the factory workers. The main object of this act is to protect factories act from being subject to unduly long hours of bodily strain or manual labour. It also provides that employees should work in healthy and better sanitary conditions so far as the manufacturing process will allow and precautions should be taken for their safety and for the preventions on accidents. This act covers

- a. Washing facility (Sec.42)
- b. Facility for storing and drying clothing (Sec.43)

- c. Facility for sitting (Sec.44)
- d. First aid appliances (Sec.45)
- e. Canteens (Sec.46)
- f. Shelters, rest rooms and lunch rooms (Sec.47)
- g. Welfare officers

2. Employee's Family pension scheme – 1971: The family pension seeks to provide some monetary relief to the family members of employees, who die in service, that is, before superannuating. In the event of an employee's death his family gets pension on a graded scale depending on the employee's last salary grade.

3. Employees State Insurance Act 1948: This Act applies in the first instance to the personnel factories using power and employing 20 or more persons. The objective of this act is to provide certain benefits to employees. In case of sickness, maternity and employment injury and to evolve a scheme for socio-economic welfare of the workers. The act covers all factories and industries, which run on permanent basis, and it does not include any seasonal factory.

4. Workmen's compensation Act 1923: In 1923 the government of India passed the workmen's compensation act intended to provide for the compensation to those workman who sustain personnel injuries by the accidents arising out of and in the course of their employment. The act applies to all permanent employees employed in railways, factories, mines, plantations, mechanically prepared vehicles construction work and certain hazardous occupations of drawing a salary not exceeding Rs. 1000. The employer is liable to pay under this act, the compensation incase of personnel injury by accident arising out of and in the course of Employment. No compensation is however payable if the incapacity of the worker, not resulting in death. The amount of compensation payable depends on the nature of injury and the average monthly wages of the worker concerned for this purpose, injury has been divided into three categories. They are: a) Causing death, b) total or partial permanent disablement and Temporary disablement. The rates of compensation are fixed for all type of injuries according to wager ranges. If the period of disablement does not exceed 28 days, no compensation is paid for the first thirty days.

5. Payment of gratuity Act 1972: The government has also passed the government of gratuity act 1972 under which employees in factories. Since, oil fields, plantations, ports, railways, companies, shops or other establishments are entitled to gratuity under completing 5 years of service, at the rate of ½ month's wages for each completed years of services subject to a maximum of 20 months wages.

6. Employees Provident Fund Act 1952: The act was passed in 1952 covering factories employing 50 or more workers in 6 major industries Viz., Iron and Steel industries, Textiles,

Engineering, Cement, Paper and Cigarettes. Establishment employing between 20 and 50 persons are also exempted for 5 years. The employees and employers contribute 6 % of the total emoluments.

7. Maternity benefit Act 1961: Maternity benefit act 1961 has been passed to regulate the employment of women in certain establishment for certain periods before and after childbirth to provide different kinds of benefit to female wage earners. Section (4) of this act prohibits of work by women under certain circumstances.

- 1) Women shall not be employed during six weeks immediately following the day of her delivery or miscarriage.
- 2) No pregnant women shall be made to do any work which involves long hours of standing.

II

SCOPE OF THE

STUDY

2.1 Scope of the Study

The study is conducted at Shree Krishnakrupa Cashews Pvt Ltd, Japthi. It can be used as a guideline for the Industry to strengthen its working conditions and have better human relations in the unit. This study aims to find out the satisfaction of the employees, whether the company is providing necessary health, safety and welfare measures in cashew industry. The scope of the current study named “labour welfare measures” is limited only to cashew industries. This study helps to improve the performance of the Human resource management department. This study covers all the statutory welfare resting facility, sanitary and drinking water facility etc.

2.2. REVIEW OF LITERATURE

Before coming out with a statement of the problem, it is required to survey the existing recent literature on labour welfare measures to find the research gap. Therefore, a selective survey of literature is given here.

- Johansson Anid Paranes (2002) Concluded that works have organized in trade union and parties to strengthen their efforts at improving work place health and safety; job conditions, working hours, wages, job contracts and social security
- David, A Decenzo (2001) and Stephen P. Robbinsin their book, “Personnel /Human Resource Management” explained the various benefits and services provided by the companies to their employees. According to them, the legally required benefits and services include social security premiums, unemployment compensation, workers compensation and state disability programs. They felt that the cost of the voluntary benefits offered appears to be increasing.
- Michael (2001) in his book, “Human Resource Management and Human Relations” said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employee’s thereby good human relations will develop among different cadres of employees.
- Punekar, Deodhar and Sankaran (2004) in their book, “Labor Welfare, Trade Unionism and Industrial Relations” stated that labor welfare is anything done for the comfort and improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.

- M.Usha and P.Palanivelu (2013) in their view “ man does not live for bread alone.” He needs positions and status. This could be made possible only by providing better welfare measures to the workers.
- Aswathappa (2010) in his book, “Human Resource Management “discussed the various types of benefits and services provided to employee’s in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way.

III
METHODOLOGY
AND OBJECTIVES
OF THE STUDY

3.1 METHODOLOGY OF THE STUDY:

A methodology is a way of approaching problem in order to find out the truth involved in a problem. Certain steps must be taken in a certain order and the, order of step is called a method. Methodology is defined as “the correct arrangement of thoughts either for the discovery or for the exposure of truth”. From the purpose of this project the data has been collected by using two sources namely primary source and secondary source.

a) Primary Source: The primary data was collected by means of a structured questionnaire. The primary source of data includes the information obtained through direct personal interviews with the workers, sale supervisors. It also includes observation, discussion and referring of firm’s brochures. Stratified disproportionate sampling method was used. The survey method was adopted to conduct the study. A questionnaire, containing 36 questions, was used to collect data from this survey. The sample size was 120. Most of the respondents had barriers with reference to English language. Hence data has been collected through trained enumerators. The data was collected during the month of April-May 2024.

b) Secondary Source: This includes published information obtained from books and magazines. It also includes the information obtained from newspapers. Wherever required web sources were also referred.

3.2 OBJECTIVES OF THE STUDY:

The major objectives of the study are the following

1. Examine the socio-economic profile of cashew workers and their households.
2. Analyze employment and working conditions of cashew workers, and particularly examine working hours, employment contract, wage payments, provision of social security, health hazards etc.;
3. Suggest suitable measures to strengthen social protection for cashew workers and sustainability of employment in the cashew processing industry.

IV

COMPANY PROFILE

COMPANY PROFILE

NAME: SHREE KRISHNAKRUPA CASHEWS PVT LTD, JAPTHI

DATE OF INCORPORATION: 2021

FOUNDER OF THE COMPANY: JAYAPRAKASH SHETTY

TYPES OF OWNERSHIP : SOLE TRADING

OWNER: JAYAPRAKASH SHETTY

FACTORY LOCATION: JAPTHI (NEAR HUNSEMAKKI), KUNDAPURA(TQ),
UDUPI(D).

4.1 History of the organization:

Shree Krishnakrupa Cashews Pvt Ltd, Japthi was established in 17th Feb 2021 by Jayaprakash Shetty, he started Industry with 230 workers. He established plant in Japthi due to easy availability of raw materials in the surrounding places and for the development of the local area. Shree Krishnakrupa Cashews Pvt Ltd, Japthi is located in Kundapura Taluk of Udupi District in Karnataka. It is mainly located in rural and backward areas. It is at a distance of 10 Km from the Taluk headquarters and 45 Km from the district. It create plenty of job opportunity to women workers in this area. In this factory 89.6 % of workers are women.



Aim of the organization:

- To earn adequate profit.
- To increase the sales year by year.
- To give employment to local people.
- Economic development of workers, organization and village.

Raw materials required for production:

- Cashew nuts
- Wood(Fire wood)
- Kerosene

Product produced: Cashew Kernels

Mode of transport of raw materials: The raw materials are transported through Road transport with the help of carriers.

Working hours: 8:00 AM TO 5:30 PM

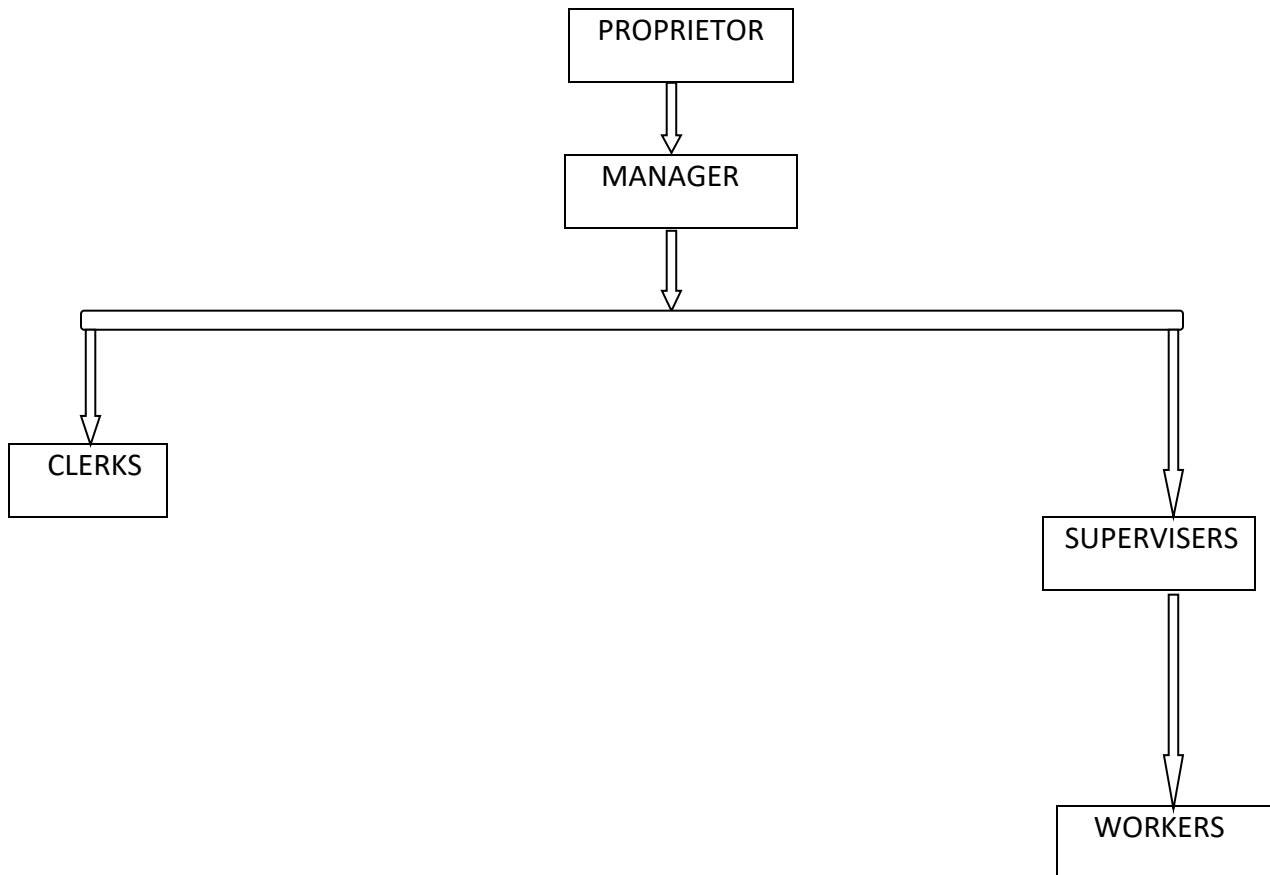
Break 1: 00 PM TO 2:00 PM

Holiday: Sunday



Organization structure: Organization requires the creation of structural relationship among different departments and the individuals working there for the accomplishment of desired goals. The establishment of formal relationship among the individuals working in the organization is very important to make clear the lines of authority in the organization and to co-ordinate the efforts of different individual in an efficient manner.

Organization chart: An organization chart is a diagrammatical form which shows important of an organization including the major function and their respective relationship. In other words it is a graphic portrayal of positions in the enterprises and of the formal lines of communication among them. it provide a bird's eye view of the relationship between different departments or divisions of an enterprises as well as the relationship between the executives and subordinates at various levels. The following is the organizational structure of Shree Krishnakrupa Cashews Pvt Ltd, Japthi.



4.2 LABOUR WELFARE MEASURES:

It can be undoubtedly stated that Shree Krishnakrupa Cashews Pvt Ltd, Japthi is providing numerous measures both statutory and non-statutory when compared to neighboring industries. Here is the list of welfare measures provided by the industry.

EMPLOYEES' STATE INSURANCE: Employees' State Insurance Act, 1948 (ESI Act), which covers factories and establishments with ten or more employees. The objective of this act is to provides for comprehensive medical care to the employees and their families as well as cash benefits during sickness and maternity, and monthly payments in case of death or disablement. The act covers all factories and

industries, which run on permanent basis, and it does not include any seasonal factory. It was found that 79.1 per cent of the workers in the sample are eligible for benefits under the ESI scheme.



PROVIDENT FUND: Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (EPF & MP Act), which applies to specific scheduled factories and establishments employing 20 or more employees, ensures terminal benefits of PF, superannuation pension and family pension in case of death during service. A large majority of the workers (81.2 per cent) in our sample have enrolled in PF. One often heard problem related to the PF is that the employers were not regular in paying the contribution to the PF. The contribution to the PF has to be made by both the employer and the worker. A section of the workers raised complaints about the lack of transparency in the payment of PF contributions by the employer. The worker's contribution is 12 per cent, which is to be deducted from the wages. The employer has to remit the worker's contribution and the employer's contribution to the PF. It was pointed out that some of the employers make only a partial contribution. The worker is also asked to contribute less than the stipulated 12 per cent. The adjustment is made by adjusting the wages/number of days of work in the records. Some of the workers are happy because their daily earnings are increased. The employer is happy because he has to spend less on PF.

MATERNITY BENEFITS: The Maternity Benefit Act, 1961 (MB Act) provides for leave with wages during maternity. The workers did not raise any complaints about maternity benefits. A sum of ` 1000 (maximum three times) is granted to women employees who are deprived of the maternity benefit under the ESI scheme due to insufficient attendance during the relevant period. The table 5.11 shows that 29.8% of the employees are highly satisfied with Maternity benefit provided by the Shree krishnakrupa Cashew Industry. 22.4% of the employees are satisfied with Maternity benefit provided by the Industry. 27.8% of

the employees are average with Maternity benefit provided by the Industry 15.2% of the employees are dissatisfied with Maternity benefit provided by the Industry and 4.8% of the employees are highly dissatisfied with Maternity benefit provided by the Industry.

EMPLOYMENT INJURY BENEFIT: As per the Act, compensation has to be paid to the workers or his family in cases of employment related injuries resulting in death or disability. But though some incidents of work related injuries have been reported by the workers in the sample, they had not caused death or disability.

PAYMENT OF GRATUITY: As per the Payment of Gratuity Act 1972, the employer has to pay 15 days' wages for each year of service to employees who have worked for five years or more in establishments having a minimum of ten workers. The payment has to be made soon after the workers complete the service in the unit. Our discussions with different stakeholders indicated that the workers do not get the gratuity at the time of retirement. This is happening not only in the private sector but also in the government and cooperative sectors. The workers get the gratuity several years after they retire from service. It was pointed out that in the case of the state owned and the cooperative, the amount earmarked in the state budget for paying gratuity is spent for procuring raw materials because of the shortage of working capital. There were also complaints that the full gratuity is not extended to the workers. It was also pointed out that a large number of cases relating to payment of gratuity are pending in different courts of law. In some cases, there was a change of ownership of the processing unit. As per the Gratuity Act, the last employer (the owner of the unit at the time of termination of service of the worker) is liable to pay the gratuity. At present, there is no mechanism to make the employer pay an annual gratuity contribution. Therefore, the present employer has to pay the full amount even if s/he has become the owner recently. To avoid such payments or at least delay the payments, they approach the courts. This results in much delay in workers getting the gratuity. In our survey limited scope for payment of Gratuity.



PAYMENT OF BONUS: As per the Payment of Bonus Act, 1965, a minimum of 8.33% of the salary or wage is payable as bonus irrespective of any allocable surplus for that year and maximum bonus payable is 20% of salary or wage earned by the employee during the accounting year. In Shree Krishnakrupa Cashews Pvt Ltd, Japthi 10% of the salary or wages is payable as bonus. In our survey almost all the employees are got these benefit. The table 5.14 shows that 31.2% of the employees are highly satisfied with Bonus facilities provided by the Industry. 30.5% of the employees are satisfied with Bonus facilities provided by the Industry. 25.6% of the employees are average with Bonus facilities provided by the Industry 6.9% of the employees are dissatisfied with Bonus facilities provided by the Industry and 5.8% of the employees are highly dissatisfied with Bonus facilities provided by the Industry.

FINANCIAL ASSISTANCE: Shree Krishnakrupa Cashews Pvt Ltd interest free recoverable advances are paid to workers for various purpose such as housing, children education, marriage and other purpose. An amount of 10000 (maximum two times) is available for expenditure involved in the marriage of Workers or their daughters. The Table 5.10 shows that, out of the 250 workers, 21% of workers are received loan for housing purpose, 11% of workers are received loan for the purpose of children's education, 18% of workers are received loan for marriage purpose, 12% of workers are received loan for other purpose and 38% of workers not received loan from industry. Totally 155 workers are received loan from Industry (from Last three years).



ACCOMMODATION: Family and bachelor accommodation is provided for the company employees. The table 5.11 shows that 36.5% of the employees are highly satisfied with accommodation facilities provided by the Shree krishnakrupa Cashew Industry. 30.3% of the employees are satisfied with accommodation facilities provided by the Industry. 8.2% of the employees are average with accommodation facilities provided by the Industry 18.6% of the employees are dissatisfied with accommodation facilities provided by the Industry and 6.4% of the employees are highly dissatisfied with accommodation facilities provided by the Industry.

CANTEEN: Full-fledged round the clock canteen facilities are provided in plant. These provide food at subsidized rates. The table 5.11 shows that 27.6% of the employees are highly satisfied with canteen facilities provided by the Cashew Industry. 20% of the employees are satisfied with canteen facilities provided by the Shree krishnakrupa cashew Industry. 24% of the employees are average with canteen facilities provided by the Industry 20.2% of the employees are dissatisfied with canteen facilities provided by the Industry and 8.2% of the employees are highly dissatisfied with canteen facilities provided by the Industry.



FACILITIES AT THE WORKPLACE: Proper ventilation and sufficient lighting are available in the workspace in the large majority of cases (Table 5.11). Only 9 per cent of the workers reported not having sufficient lighting(Dissatisfied and Highly dissatisfied) and 8.8 per cent reportedly work in spaces lacking proper ventilation. Sufficient toilets and spaces for cleaning/washing are also available but the problem with toilets and the bathroom/space for cleaning/washing is not related to the availability but their cleanliness. Many of the workers whom we interviewed reported that the toilets and washing places are unclean. This is a major concern for the workers. Another often-heard complaint is that there is no space

for the workers to take rest and have lunch. The workers have to eat lunch under the trees or in the open. So 29.5 % of the workers are dissatisfied about the sufficient space in resting room. 18.8% of workers are dissatisfied about the drinking water facilities. 91% of workers are satisfied about Sufficient lighting , 91.2% of workers are satisfied about proper ventilation , 70.5% of workers are satisfied about rest room, 81.2% of workers are satisfied about Drinking water facilities.

While doing shelling or cutting, the cashew nut shell liquid (CNSL) may fall on the hands of the workers, which in turn can develop black spots on the skin. It can also cause dryness in the skin. Earlier, the hands of the workers involved in shelling tended to be almost black in colour. But over the years there has been some improvement in the situation mainly due to protective methods adopted by the workers. However, this is one reason younger workers are reluctant to engage in this activity. The exposure to CNSL is lower in the cutting process compared to shelling. Gloves are not usually used by the workers while handling the nuts. The use of gloves is important not only for the health of workers but also for better hygiene in processing. During the survey, one of the employers pointed out that the workers did not use the gloves as it was difficult for them to work wearing gloves. Another improvement possible in the workspace is to install exhaust fans. Uniforms, caps, masks, etc. can also be introduced, as is found in many other countries, to ensure more hygienic processing.

While doing peeling, grading and shelling suitable seating arrangements are to be provided by Industry. Such changes in the work environment may also help in attracting the young generation to the industry. In our survey majority of the respondents are satisfied with all welfare measures provided by the organization. A few are not satisfied with welfare measures provided by the organization. Therefore, it is suggested that the existing welfare measures may be improved further.

V

DATA ANALYSIS

AND

INTERPRETATION

DATA ANALYSIS AND INTERPRETATION:

The data has been collected from two sources that is primary and secondary data. Primary data is collected by distributing questionnaire to the employees of the Shree Krishnakrupa Cashews Pvt Ltd, Japthi and Secondary data is collected from different books, company files, various journals, articles, websites, dissertations and thesis pertaining to the relevant matters of the subject under study. Convenience sampling method is adopted to carry out the study. In this connection, out of 800 employees, 250 are selected. Data was presented with the help of tables, charts; interpretation and observation were noted below each table/charts.

PROFILE OF THE RESPONDENTS

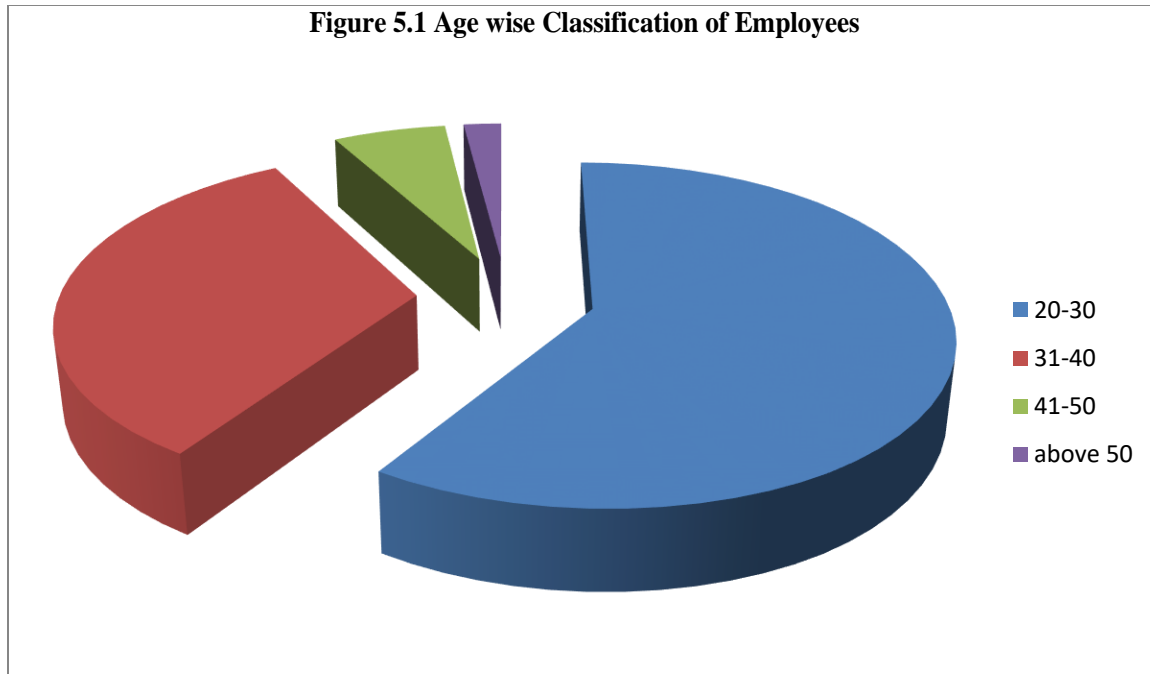
5.1 Age-wise Classification of Respondents

All age groups of laborers are working in cashew industries. The sample respondents are classified into four age groups. The below table represent the age-wise classification of the respondents.

Table 5.1 Age wise Classification of Employees

Age	Respondents	Percentage
20-30	148	59.2
31-40	82	32.8
41-50	15	6
Above 50	5	2
Total	250	100

This table indicates that 59.2% of the respondents were between the age group of 20-30. 32.8% of the respondents were between the age group of 31- 40. 6% of the respondents were between the age group of 41-50 and 2 % of the respondents were between the age group of above 50.



5.2 Sex wise Classification of Respondents

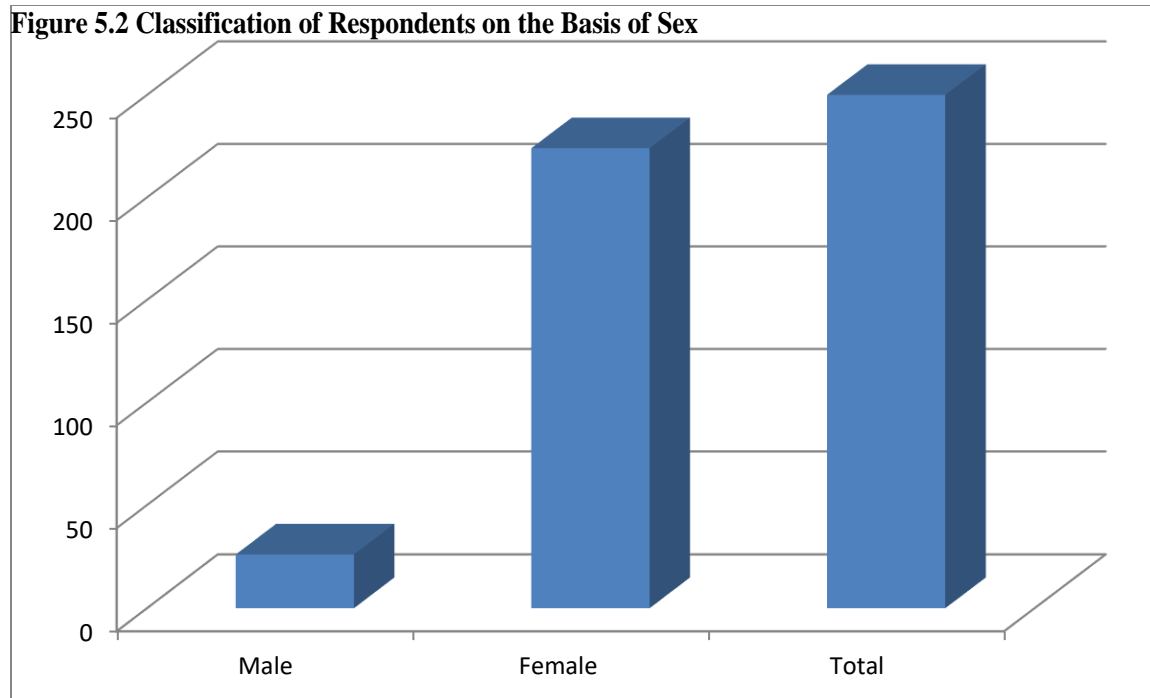
The respondents selected for the study are classified according to their sex also. The sex wise classification is exhibited below Table.

Table 5.2 Classification of Respondents on the Basis of Sex

SI. No	Sex	No. of Respondents	Percentage
1	Male	26	10.4
2	Female	224	89.6
	Total	250	100

The above Table reveals that, 89.6 percent of the workers are female and only 10.4 percent of them are male.

Figure 5.2 Classification of Respondents on the Basis of Sex



5.3 Classification on the basis of No. of family members:

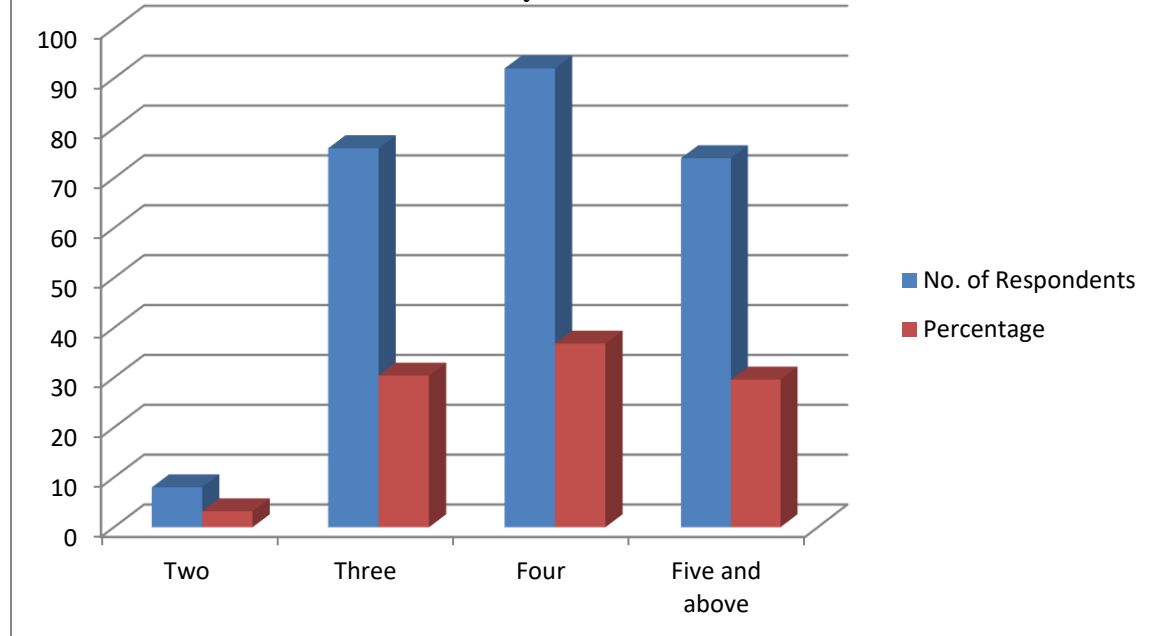
The respondents are classified according to their Family members, which is presented in the below Table.

Table 5.3 Classification on the basis of No. of family members:

Sl.No	No. of Family members	No. of Respondents	Percentage
1	Two	08	3.2
2	Three	76	30.4
3	Four	92	36.8
4	Five and above	74	29.6
	Total	250	100

The above Table reveals that, 3.2 percent of the respondents have two members, 30.4 percent of the respondents have three members, 36.8 percent of the respondents have four members and 29.6 percent of the respondents have more than five members.

5.3 Classification on the basis of No. of family members:



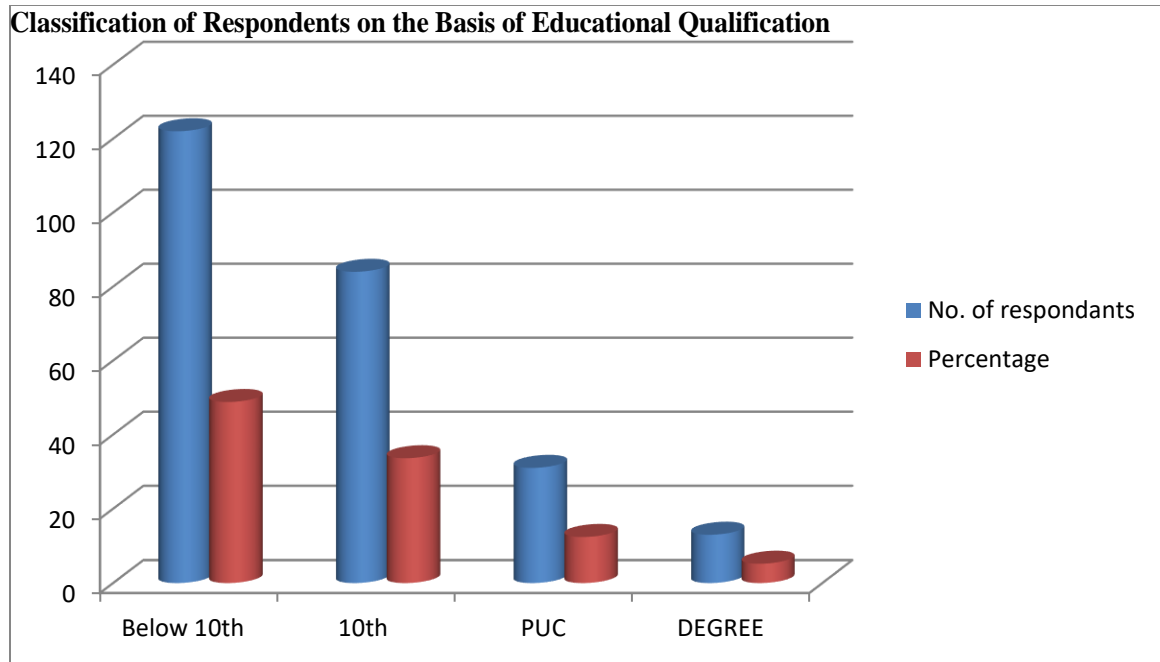
5.4 Educational Qualification:

Education plays an important role in taking correct decisions. The details of the educational qualification of respondents are shown in the below Table.

Table 5.4 Classification of Respondents on the Basis of Educational Qualification

Sl.No	Educational Qualification	No. of Respondents	Percentage
1	Below 10 th Std	122	48.8
2	10 th Std	84	33.6
3	PUC	31	12.4
4	DEGREE	13	5.2
		250	100

It is inferred from the above Table, out of the total respondents majority (48.8 percent) of the workers have the qualification below the 10th std, 33.6 percent of the workers have the qualification up to 10th std, 12.4 percent of the workers have the qualification up to PUC, and only 5.2 percent of the workers are graduates.



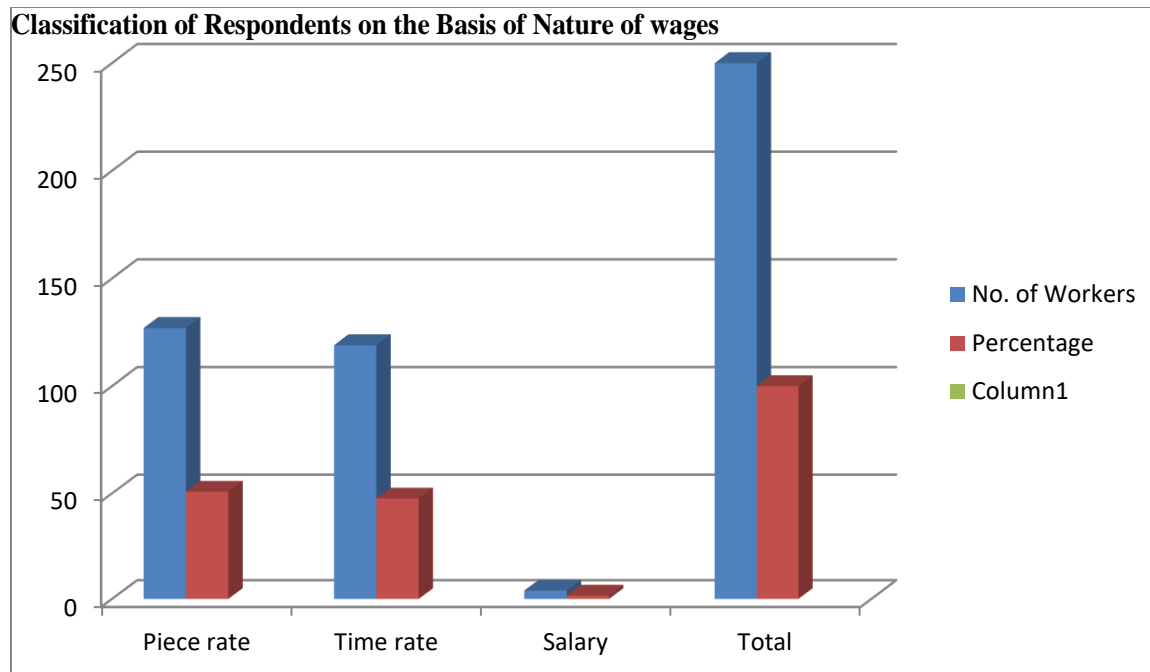
5.5 Nature of wages:

The below table shows the classification of respondents on the basis of nature of wages.

Table 5.5 Classification of Respondents on the Basis of Nature of wages

SI.No	Nature of wages	No. of Workers	Percentage
1	Piece rate	127	50.8
2	Time rate	119	47.6
3	Salary	4	1.6
4	Total	250	100

The Table 5.5 reveals the nature of wage payment to the workers. 50.8 percent of the worker get the wage on the basis of piece rate system, 47.6 percent of the worker get the wage on the basis of time rate system and the remaining 1.6 percent of the workers get their wage on the basis of Salary.



5.6 Sitting facilities at work

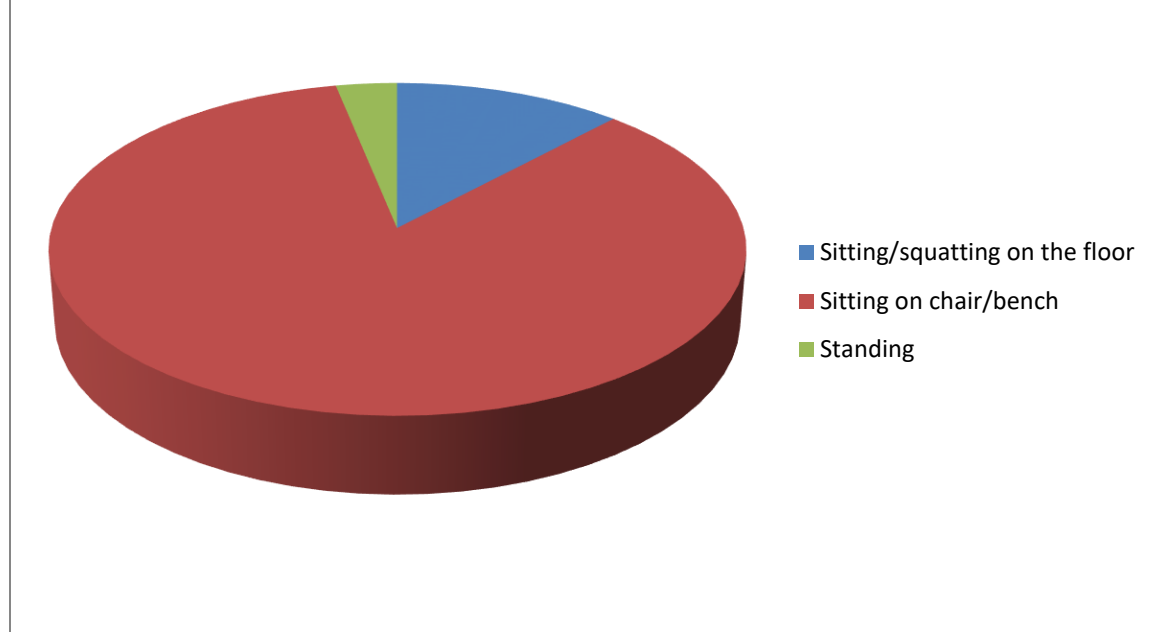
The below table shows the classification of respondents on the basis of sitting facilities at work.

Table 5.6 Classification of respondents on the basis of sitting facilities at work.

Sl.No	Facilities at work	No. of Workers	Percentage
1	Sitting/squatting on the floor	30	12
2	Sitting on chair/bench	212	84.8
3	Standing	8	3.2
	Total	250	100

The Table 5.6 reveals the 12 Percent of the workers perform their work with sitting/squatting on the floor (they perform Manual shelling activity), 84.8 percent of the workers perform their work sitting on chair/bench and 3.2 percent of the workers perform their work in standing position.

Classification of respondents on the basis of sitting facilities at work.



5.7 Opinion about Medical facilities:

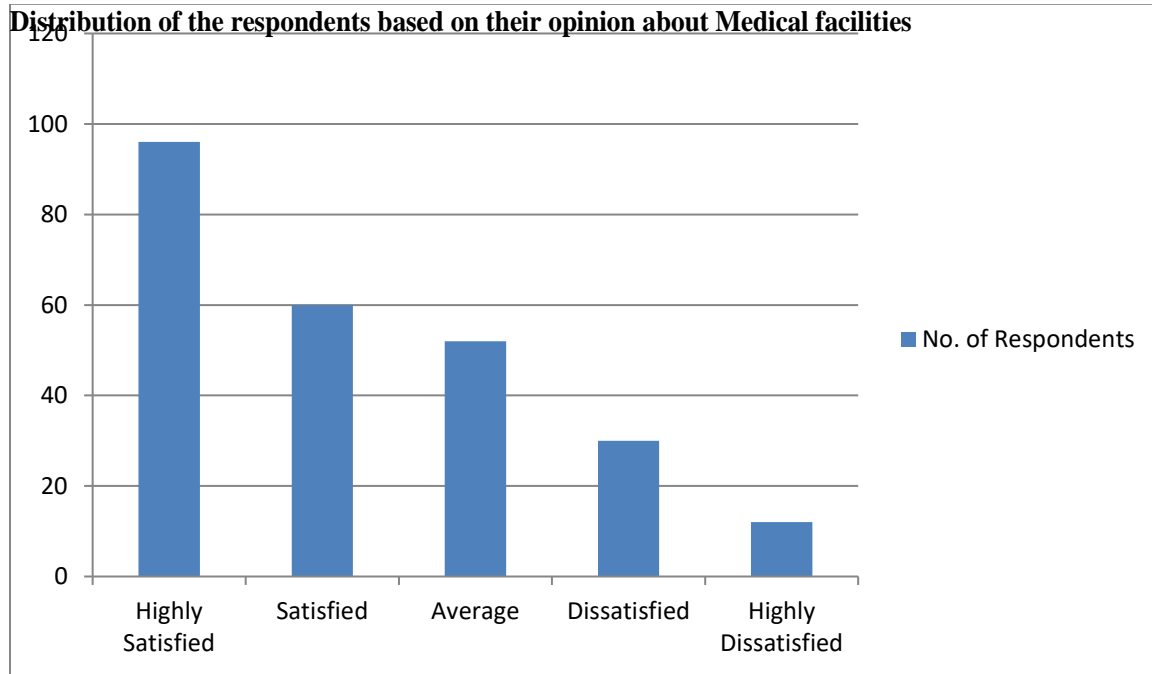
The below table shows that, the classification of respondents on the basis of Medical facilities

Table 5.7 Distribution of the respondents based on their opinion about Medical facilities

Sl.No	Factor	No. of Respondents	Percentage
1	Highly Satisfied	96	38.4
2	Satisfied	60	24
3	Average	52	20.8
4	Dissatisfied	30	12
5	Highly Dissatisfied	12	4.8
	Total	250	100

This table shows that 38.4% of the employees are highly satisfied with Medical facilities provided by the Shree Krishnakrupa Cashews Pvt Ltd, Japthi. 24% of the employees are satisfied with Medical facilities provided by the Industry. 20.8% of the employees are average with Medical facilities provided by the Industry 12% of the employees are dissatisfied with Medical facilities provided by the

Industry and 4.8% of the employees are highly dissatisfied with Medical facilities provided by the Industry.



5.8 Opinion about Provision fund facilities:

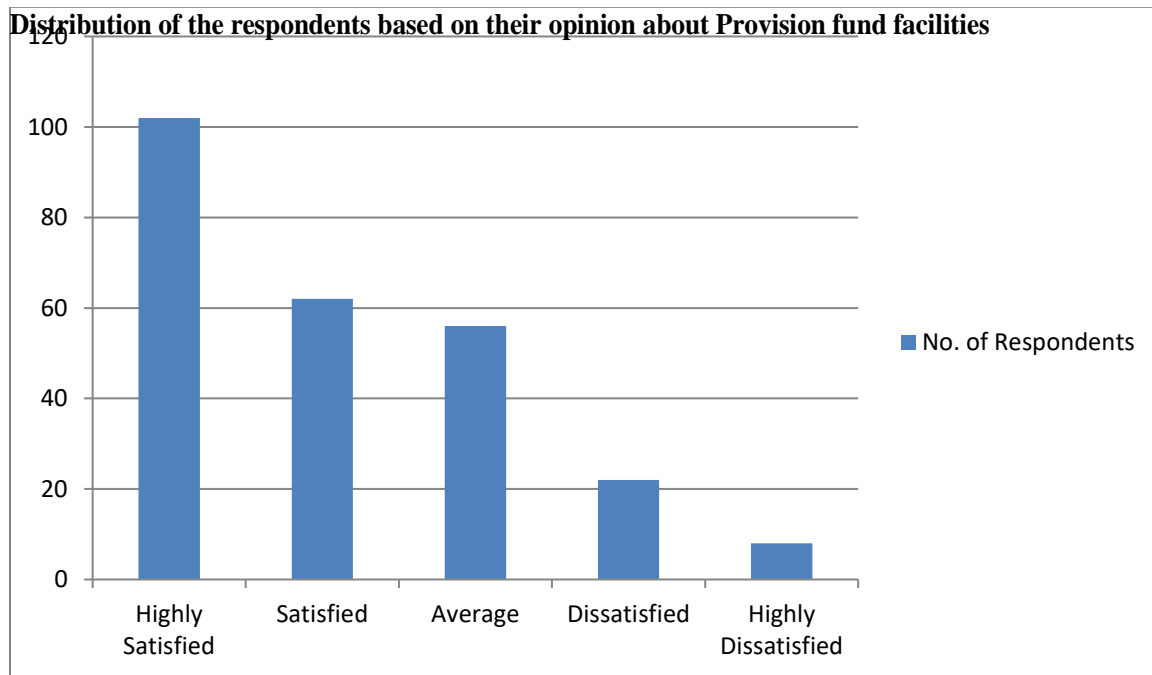
The below table shows that, the classification of respondents on the basis of Provision fund facilities

Table 5.8 Distribution of the respondents based on their opinion about Provision fund facilities

Sl.No	Factor	No. of Respondents	Percentage
1	Highly Satisfied	102	40.8
2	Satisfied	62	24.8
3	Average	56	22.4
4	Dissatisfied	22	8.8
5	Highly Dissatisfied	8	3.2
	Total	250	100

This table shows that 40.8% of the employees are highly satisfied with Provision fund facilities provided by the Shree Krishnakrupa Cashews Pvt Ltd, Japthi. 24.8% of the employees are satisfied with Provision fund facilities provided by the Industry. 22.4% of the employees are average with Provision fund facilities provided by the Industry, 8.8% of the employees are dissatisfied with Provision fund

facilities provided by the Industry and 3.2% of the employees are highly dissatisfied with Provision fund facilities provided by the Industry.



5.9 Opinion about Maternity benefit:

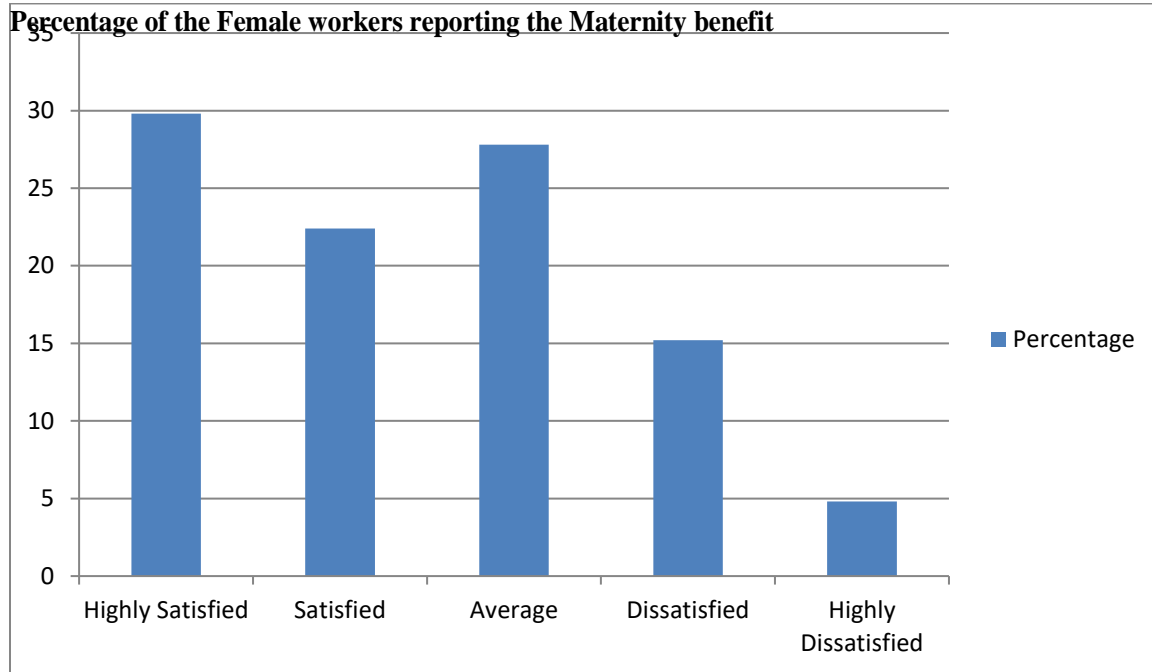
The below table shows that, the classification of respondents on the basis of Maternity benefit (female workers).

Table 5.9 Percentage of the Female workers reporting the Maternity benefit

Sl.No	Factor	Percentage
1	Highly Satisfied	29.8
2	Satisfied	22.4
3	Average	27.8
4	Dissatisfied	15.2
5	Highly Dissatisfied	4.8
	Total	100

This table shows that 29.8% of the employees are highly satisfied with Maternity benefit provided by the Shree Krishnakrupa Cashews Pvt Ltd, Japthi. 22.4% of the employees are satisfied with Maternity

benefit provided by the Industry. 27.8% of the employees are average with Maternity benefit provided by the Industry 15.2% of the employees are dissatisfied with Maternity benefit provided by the Industry and 4.8% of the employees are highly dissatisfied with Maternity benefit provided by the Industry.



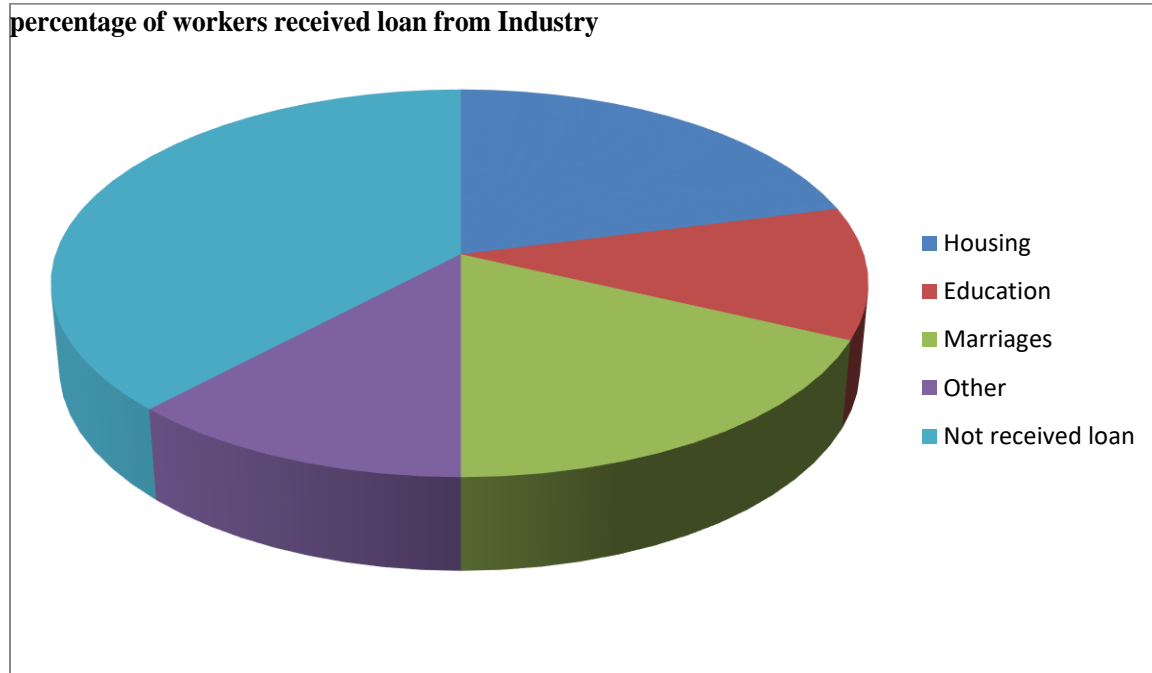
5.10 Provision of loan to workers:

Shree Krishnakrupa Cashews Pvt Ltd, Japthi provide interest free recoverable advances are paid to workers for various purpose. The Following Table shows percentage of workers received loan from Industry.

Table 5.10 percentage of workers received loan from Industry.

Sl.No	Particulars	Percentage
1	Housing	21
2	Education	11
3	Marriages	18
4	Other	12
5	Not received loan	38
	Total	100

The Table 5.10 shows that, out of the 250 workers, 21% of workers are received loan for housing purpose, 11% of workers are received loan for the purpose of children’s education, 18% of workers are received loan for marriage purpose, 12% of workers are received loan for other purpose and 38% of workers not received loan from industry. Totally 155 workers are received loan from Industry (from Last three years).



5.11 Opinion about welfare measures:

The details of the Opinion about welfare measures are shown in the below Table.

Table 5.11 The distribution of the respondents based on their opinion about welfare measures

SI.No	Welfare measures	Highly satisfied	Satisfied	Average	Dissatisfied	Highly dissatisfied
1	Transport facilities	46.3	29.4	16.7	6	1.6
2	Medical facilities	38.4	24	20.8	12	4.8
3	Canteen facilities	27.6	20	24	20.2	8.2
4	Accommodation facilities	36.5	30.3	8.2	18.6	6.4
5	Loan facilities	38.3	22.5	26.2	10.7	2.3
6	Provident fund	40.8	24.8	22.4	8.8	3.2

7	ESI facilities	41.2	22.3	30.6	4.4	1.5
8	Drinking Water	35	23.4	22.8	13.2	5.6
9	Maternity benefit	29.8	22.4	27.8	15.2	4.8
10	Bonus facilities	31.2	30.5	25.6	6.9	5.8
11	Facilities for children education	20.3	19.6	42.3	7.6	10.2
12	Rest and lunch room	26.3	17.5	26.7	20.5	9
13	Toilet facilities	29.6	20.1	25.9	17.4	7

The Table 5.11 shows that 7.6% of workers are not satisfied (dissatisfied and highly dissatisfied) about the transport facilities, 16.8% of workers are not satisfied about the medical facilities, 28.4% of workers are not satisfied about the canteen facilities, 23% of workers are not satisfied about the Accommodation facilities, 13% of workers are not satisfied about the loan facilities, 12% of workers are not satisfied about the provident fund facilities, 5.6% of workers are not satisfied about the ESI facilities, 18.8% of workers are not satisfied about the drinking water facilities, 20% of workers are not satisfied about the maternity benefit facilities, 12.7% of workers are not satisfied about the Bonus facilities, 17.8% of workers are not satisfied about the facilities for children education, 29.5% of workers are not satisfied about the rest and lunch room and 24.4% of workers are not satisfied about the toilet facilities.

List of Tables

Table No.	Name of the Table	Page No.
5.1	Age wise Classification of Employees	23
5.2	Classification of Respondents on the Basis of Sex	24
5.3	Classification on the basis of No. of family members	25
5.4	Classification on the Basis of Educational Qualification	26
5.5	Classification of Respondents on the Basis of Nature of wages	27
5.6	Classification of respondents on the basis of sitting facilities at work.	28
5.7	Opinion about Medical facilities	29
5.8	Opinion about Provision fund facilities	30
5.9	Opinion about Maternity benefit	31
5.10	Percentage of workers received loan from Industry	32
5.11	Opinion about welfare measures	33

List of Charts and Graphs

Figure No.	Name of the Figure	Page No.
5.1	Age wise Classification of Employees	24
5.2	Classification of Respondents on the Basis of Sex	25
5.3	Classification on the basis of No. of family members	26
5.4	Classification on the Basis of Educational Qualification	27
5.5	Classification of Respondents on the Basis of Nature of wages	28
5.6	Classification of respondents on the basis of sitting facilities at work.	29
5.7	Opinion about Medical facilities	30
5.8	Opinion about Provision fund facilities	31
5.9	Opinion about Maternity benefit	32
5.10	Percentage of workers received loan from Industry	33

VI

FINDINGS,
SUGGESTIONS AND
CONCLUSION

6.1 FINDINGS:

From the above study we can make out the following.

1. The findings with regard to the age of the respondents, reveals that more workers comes under the age group between 20 to 30.
2. Out of 250 respondents interviewed, it comes to my knowledge that 93.6% of the respondents are female. Only 6.4 % of respondents are male.
3. Regarding Marital status 55.2% of workers are married.
4. Regarding educational qualifications most of the employees are averagely educated and not well educated. Only 5.2% of respondents are having good education and 12.4% of respondents are PUC holders
5. About experience, 42.4% of the respondents are having more than 3 years of experience. It reveals that industry has good well experienced people.
6. Regarding nature of employment majority of workers are engaged in peeling section.
7. Only few of the employees are satisfied with the cleanliness at work.
8. The industry is providing various facilities to workers like drinking water and employees are satisfied.
9. Majority of the respondents have good opinion on the provision of rest and break period sufficient.
10. Majority of the respondents have good opinion on the Medical facilities.
11. No employee has bad opinion regarding lighting and ventilation facility of the industry
12. Majority of the respondents have good opinion about Provident fund facilities.
13. Majority of the workers are satisfied with present policies of the industry.
14. Most of the respondents have Highly satisfied about maternity benefit.
15. Maximum of the respondents are satisfied with Transport facilities, Accommodation facilities, Canteen facilities, Loan facilities, Children education facilities provided by the organization.
16. Most of the employees are highly benefited with the welfare measures provided by the factory.
17. Regarding job satisfaction 86.4% of workers are satisfied about job.

6.2 SUGGESTION:

The following suggestions are made in view of the above findings:

- It was found that the workers often skip rest intervals and work continuously without taking necessary rest in this uncomfortable posture. Workers should be sensitized about the need for rest during the intervals meant for resting. This has long-term consequences on the health of the worker, more so when the workers are squatting on the floor to perform their work. Better educate the workers for rest and refresher during work.
- Gloves are not usually used by the workers while handling the nuts. The use of gloves is important not only for the health of workers but also to ensure better hygiene in processing. There is a need to provide proper orientation to the workers to use gloves especially as there exists apprehension about reduction in output if gloves are used. Such programmes can be organized by government agencies. It would also be helpful if some incentives are provided to encourage workers to use gloves. Employers should also be made aware of the importance of adopting and adhering to such hygienic practices particularly while competing for a share in the international market.
- Another improvement possible in the workspace is installation of caps, masks etc can also be introduced, as is found in many other factories, to ensure more hygienic processing.
- There is a need to provide clean toilets and washing space to the workers. It is equally important to provide sufficient space for resting and eating.
- The government should arrange workshops and training sessions in the case of female workers so that, the workers get necessary information from these workshop.
- The factories should provide promotion to the workers on the basis of talent or efficiency of the workers.
- The industry should modify the wages system in order to meet the present condition of expense.

6.3 CONCLUSION:

Human resource plays an important role in any organization. Labour welfare facilities are concern to this department, if the employee happy with welfare facilities then only the productivity of that organization can be increased. After analyzing the whole data it can be stated that the overall satisfaction levels of employees about welfare measures in the organization cover under study is satisfactory. However, a few are not satisfied with welfare measures provided by the Shree Krishnakrupa Cashew Industry. 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.

References:

1. Ahuja, K.K. "Labor Welfare and Social Security" in Personnel Management, Kalyanipublishers, New Delhi, 1988 pp. 935-947.
2. Aquinas P.G, "Human Resource Management", Vikas Publishing House Pvt.Ltd, New Delhi, 2007, pp. 184-191.
3. ArunMonappa, "Labour Welfare and Social Security" in Industrial Relations, Tata McGraw-Hill Publishing Company Limited, New Delhi, 1990, pp. 243-271.
4. Aswathappa, K. "Human Resource Management", Tata McGraw Hill Education Private Limited, New Delhi, 2010, pp. 378-392.
5. Garry Dessler and BijuVarkkey, "Human Resource Management," Dorling Kindersley (India) Pvt Ltd., New Delhi, 2009, pp.513-546.
6. John M Ivancevich, "Human Resource Management", Tata McGraw Hill Education Private Limited, New Delhi, 2010, pp. 255-383.
7. Kudchelkar,D.L.S."AspectsofPersonnelManagementandIndustrialRelations", Excel Books, New Delhi, 1979, p.10
8. Kothari, Research Methodology, New age International publisher, New Delhi, 2008, 6th Ed.
9. PramodVarma, "Labour Economics and Industrial Relations", Tata Mc Graw Hill Publishing Company Limited, New Delhi, 1987, p. 381.
10. Scott Snell and George Bohlander, "Human Resource Management" Cengage India Private Ltd, New Delhi, 2007, pp. 447-482.
11. Tripathi, P.C. "Labour Welfare and Social Security", Personnel Management and Industrial Relations", Sultan Chand & Sons, New Delhi, 1998 pp 325-363.
- 12.Tyagi, B.P. "Labour Economics and Social Welfare", Educational Publishers,Meerut, 1982, pp. 595-613.

QUESTIONNAIRE

Respected Sir/Madam

We are Pragathi, Manasa, Subramanya, Ravisha Students of 6th Semester B A, Sri Sharada College Basrur as part of my curriculum, we have undertaken a project work entitled, “Labour welfare measures- Study with Special reference to Sri Krishnakripa Cashew industry Japti” we request you to kindly spare your valuable time to go through and fill the Questionnaire we assure that information given by you will be used only for academic purpose and kept confidential.

‘LABOUR WELFARE MEASURES’- A STUDY WITH SPECIAL REFERENCE TO SRI KRISHNAKRIPA CASHEW INDUSTRY JAPTI

QUESTIONNAIRE FOR LABOURERS

1. NAME :

2. AGE :

A) 20 TO 30

B) 31 TO 40

C) 41 TO 50

D) 51 TO 60

3. GENDER:

A) MALE

B) FEMALE

4. HOW LONG YOUR WORKING IN THIS FACTORIES

A. LESS THAN 1 YEAR

B. UPTO 5 YEARS

C. 10 YEARS

D. MORE THAN 10 YEARS

5. NO. OF FAMILY MEMBERS

A) TWO

B) THREE

C) FOUR

D) ABOVE FIVE

6. ORIGINAL RESIDENCE:

A) UDUPI DISTRICT

B) OUT OF UDUPI DISTRICT

7. NATURE OF APPOINTMENT:

A) PERMANENT

B) TEMPORARY

C) CONTRACT

8. RESPONSE BY THE LABOUR

A. EXCELLENT

B. GOOD

C. AVERAGE

D. BELOW AVERAGE

9. EDUCATION LEVEL

A. DEGREE

B. PUC

C. 10TH

D. BELOW 10TH

10. ARE THERE ANY LABOUR WELFARE MEASURES IN YOUR ORGANIZATION?

A) YES

B) NO

11. IS THERE ANY SOCIAL INSURANCE SCHEME IN YOUR ORGANIZATION ?

A) YES

B) NO

12. FACILITIES GIVEN

A. DRINKING WATER

B. TRANSPORT

C. FOOD

D. PF

E. INSURENCE

F. ACOMODATION

G. METERNITY BENEFIT

13. IS THERE ANY WELFARE FUND FOR YOURS CHILDRENS

YES

NO

14. DO YOU GET LEAVE FROM THE WORK AS YOU NEED

YES NO

15. NATURE OF PAYMENT OF WAGES

- A) PIECE RATE.....
- B) TIME RATE.....
- C) SALARY.....
- D) OTHERS (SPECIFY).....

16. HOW OFTEN THE WAGES ARE PAID

- A) DAILY.....
- B) WEEKLY.....
- C) MONTHLY.....
- D) OTHERS (SPECIFY).....

17. HOW DO YOU PERFORM YOUR TASK?

- A) SITTING/SQUATTING ON THE FLOOR.....
- B) SITTING ON CHAIR/BENCH.....
- C) STANDING.....
- D) OTHERS (SPECIFY).....

18. NORMAL WORKING TIME AND HOURS OF WORK

- A) FROM..... TO.....
- B) NUMBER OF HOURS

19. DO YOU WORK BEYOND NORMAL WORKING HOURS?

- YES.....
- NO.....

20. SATISFACTION LEVEL IN

	BEST	GOOD	AVERAGE	NOT UP TO THE MARK
WORKING HOURS				
WORKING CONDITION				

HOLIDAYS				
OVER TIME PAYMENTS				
JOB SATISFACTION				

21. DO YOU HAVE ANY BANKING SERVICES? IS YOUR SALARY CREDITED TO YOURS OWN BANK?

A) YES B) NO

22. DOES YOUR ORGANIZATION PROVIDE ACCOMMODATION?

A) YES B) NO

23. DO YOU EXPECT ANY THINK MORE FROM YOUR MANAGEMENT?

A) YES B) NO

24. ARE YOU SATISFIED WITH YOUR EMPLOYMENT AND ORGANIZATION?

A) YES B) NO

25. ANY SUGGESTION AND RECOMMENDATIONS FOR IMPROVING SOCIAL SECURITY PROVISIONS?

QUESTIONNAIRE FOR MANAGEMENT

1. NAME OF THE OWNER :

2. WHEN WAS YOURS FACTORY ESTABLISHED? :

3. HOW MUCH WAS INVESTED TO START UP THE FACTORY? :

4. WHAT IS THE TAOTAL STENGTH OF THE EMPLOYEE? :

5. WHAT ARE THE FACILITIES GIVEN TO THE LABOURERS?

6. CASHEW ARE EXPORTED TO : _____

7. IS THERE ANY TRAINING FOR USE OF NEW MACHINES?

8. DO YOU HAVE SHIFTS HOUR FOR EMPLOYEES?

9. HOW ARE THE RAW MATERIALS ARE OBTAINED ?

10. WHAT SAFTY MEASSURES DO YOU ADOPT FOR YOUR STAFF?

11. THIS FACTORY COMES UNDER WHICH TYPE OF INDUSTRY?

Date:-.....

**Signature of the
Respondent**