

-: Welfare Facilities :-

Employees Position :- The following classification shows that number of employees on the basis of their natural work.

Sr.no	Nature of Employment	Total Employee
1	Permanent Employee	433
2	Seasonal Employee	522

Classification of Workers

Sr.no	Types of workers
1	Skilled
2	Semiskilled
3	Unskilled

Safety Policy :-

The policy of the factory is to safeguard and our neighbor Implementation of this policy shall be through the elimination of accident and by establishing through our activity safety and health management among the highest corporate priorities.

Factory believes prevention of accident while of the jobs is equally important .The same principal used at work also effective in preventing accident on the highway and all activity. Working and living safety should be our way of life.

In the factory premises provided safety tools like as shoes,goggles,hand gloves,Helmet etc create ideal safety policy for all sugar factories.

Medical Check up :-

Per employment medical check up is being carried out in the factory. In addition to these six months medical check up for the employee is being carried out and maintains record in the medical center as per the statutory requirement of the factories

act 1948. First aid boxes are provided in workshop, Security Gate and Labour Office. We provide healthy and hygienic environment for workers

Minimum one trained first aid shall appointed in each department in each shift. Also two medical officer appointed by management 1) Dr. Pratap Kulkarni- M.B.B.S. 2) Dr. Manoj Ingalkar -M.D. Factory management organized health camp like a KLE, Jayant Eyes Center Ismlampur, Wasan Eyes center Sangli, Krishna Charitable Trust Karad etc.

Shift Timing :-

- In the factory season :-
- 1) first shift - 4 am to 12 pm
 - 2) Second shift - 12 pm to 8 pm
 - 3) Third shift - 8 pm to 4 am
- office timing :-
- 4) General shift - 9.30 am to 5.30 pm

Employees allowances :-

- 1) Dearness allowance.
- 2) House rent allowance.
- 3) Night shift allowance.
- 4) Medical allowance.
- 5) Washing allowance.

Life Insurance :-

- 1) Permanent employee – four lakh rupees accidental policy bought by united India insurance company.
- 2) Seasonal employee - Two lakh rupees accidental policy bought by united India insurance company.

Provident fund :-

The Karkhana is also covered under the employees provident fund scheme, family pension fund and deposited linked insurance fund as per act. The amount so collected is sent to provident fund office kolhapur. At present each employee contributes 12% of his salary wages. also factory management contributes 12% each present employee.

Karkhana Employees Society :-

Every employees compulsory contributed per head 500/-rs per month membership fees. The member society provides maximum 2 lakh rupees loan for members need. In every financial year society declared minimum 10% dividend.

Counseling :-

Every Manager has a responsibility his subordinate when individual managers are unable with specific problem requiring the counseling services of a professional organization can either offer the services of a full time in house counselor or refer to the employee to a community counseling service .

Cultural activity :-

Organization may provide cultural activities for the over all growth of employee. The coast of such Benefits are usually maximum yet they provide an opportunity for the employee to grow and develop they can produce closer ties between employee and employer.

Festivals :-

In the factory premises organize Ganesh Festival, ShivJayanti, Safety week ,
1 May workers day.