

# **STATUTORY WELFARE SCHEMES**

## **I. Drinking Water:**

At all the working places including dock areas, safe hygienic drinking water points are provided.

## **II. Latrines and Urinals:**

A sufficient number of latrines and urinals are provided in the dock area and office premises of Mormugao Port Trust and same are maintained in a neat and clean condition.

## **III. Spittoons:**

In every work place, such as ware houses, store places, in the dock area and office premises where employees/workers are deployed, spittoons are provided in convenient places and same are maintained in a hygienic condition.

## **IV. Lighting:**

At all the working places in the dock area, sufficient lights are provided for working safely during the night shift, as per the recommendations and advice of the Director General of the Factory Advisory Services, Mumbai.

## **V. Ventilation:**

For the circulation of fresh air, and maintaining the normal temperatures sufficient number of ventilators are provided in dock area, where workers are required to work in three shifts, such as ware houses, and office premises in dock area.

## **VI. Washing places:**

Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.

## **VII. First-aid appliances and Ambulance room:**

Adequate first-aid boxes are provided on the working places in the dock area & port premises and same are accessible. First-aid treatments are readily available during the working hours to the workers at the working places and the ambulance is also provided with the full equipment and qualified nursing staff.

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VIII. **Changing rooms:**

Adequate changing rooms are provided to the male and female workers separately to change their cloth in the dock area and office premises. Adequate lockers are also provided to the workers to keep their cloth and belongings, etc.

IX. **Rest rooms:**

Adequate no. of rest rooms are provided in the dock area to the workers with provisions of drinking water, wash basins, toilets, bathrooms, etc. for those who are working in the night shift.

X. **Canteens:**

The canteens are provided in the dock area and other places of working for giving nutritious valued food to the dock workers

XI. **Hospital/Medical facility:**

Mormugao Port Trust has its own 100 bedded hospital having fully equipped indoor and outdoor departments, a Health Centre in the Port Colony at Headland and first Aid Centres at Mormugao Harbour, MPT Workshop and at MOHP area. Medical facilities in the disciplines of General Medicine, General Surgery, Obstetrics & Gynecology, Pediatrics, Ophthalmology and Dentistry are available to the employees and their dependents. These are further supported by other Anesthesiology, Pathology, Radiology, Orthopedics. The hospital has also extended medical facilities of Ayurvedic and Homeopathic treatment to the employees and their families. Whenever, necessary, the arrangements for external specialist consultations/referral are made in the interest of the patient. Apart from medical officers, the hospital is enriched with qualified and experienced nursing personnel and other paramedical staff.

Every year provisional budgetary allocation is made for providing medical facilities for the employees and their families. The expenditure on medical during the last five years was as under.

<b>Budget Provision</b>	<b>Rs. In lakhs.</b>
1998 – 99	Rs.391.68
1999 – 00	Rs.478.47
2000 – 01	Rs.620.60
2001 – 02	Rs.613.86
2002 – 03	Rs.640.60
2003 – 04	Rs.648.60

# **NON - STATUTORY WELFARE SCHEMES**

## **I. HOUSING FACILITIES:**

Mormugao Port Trust has constructed residential quarters in the localities at Headland, Bogda, Jetty, Desterro and Baina etc.

At present 53% of the total employees have been provided with quarters which are classified as under:-

a)	Bunglows	:	13 Nos.
b)	'D' type quarters	:	42 Nos.
c)	'C' type quarters	:	108 Nos.
d)	'B' type quarters	:	488 Nos.
e)	'A' type quarters	:	1083 Nos.
f)	Non Standard quarters	:	69 Nos.
	Total	:	<u>1803 Nos.</u>

Apart from providing official accommodation House Building Advance are also given to the eligible employees who desire to construct their new houses or acquire ready build flats/houses. So far 301 employees have availed the house building advances since the year 1988 to 2002.

### **Housing Building Advance granted during last 3 years.**

a)	2000	---	14 employees
b)	2001	---	17 employees
c)	2002	---	14 employees
d)	2003	---	12 employees
e)	2004	---	05 employees
	Total	---	<u>62 employees</u>

## **II TRAINING:**

In – house training programs on various aspects of cargo handling, Safety precautions, etc. through the faculties specialized in the field are organised. Imparting training in computer and other administrative matters is an on going process. In addition liasoning was done with the departments for nominations of officers and staff to various training programs organized by the Indian Institute of Port Management, Calcutta, the National institute of Port Management, Chennai and other training institutes

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i) **Workers Education:**

Mormugao Port workers are nominated and released for training under the workers education scheme of the Central Government on the various labour related topics wherein each employee has given an opportunity to interact with the experienced faculty members and other participating employees. During the training period the trainee employees are treated as on duty.

ii) **Transport Facilities:**

The transport facility has been provided to employees of the Port, their dependents and also CISF by the administration, for the said purpose 12 big buses and 4 midi buses are engaged. The transport is also provided to the children of Port employees studying in various Schools/Colleges in different locations. The Buses are also provided free of cost to attend the funeral of Port employees, who die while in service within the territory of Goa. The subsidised transport rates are being charged to the employees/their dependants.

iii) **Scholarship:**

The scholarships are being awarded through attractive Scholarship Schemes with a view to motivate the children of Port employees for excellence in education. The Scholarship Scheme is applicable from Std. I to Std. XII and recognized Degree/Diploma Courses of not less than 1 year duration including Post Graduate Degree/Diploma Courses. The Scheme has been classified in three categories :-

- I) Open Merit Scholarship Scheme
- II) Ranker's Scholarship Scheme
- III) Special Scholarship Scheme.

An amount of Rs. 4,77,700/- (approximately), has been disbursed among 972 children of Port employees for the scholastic year 2003-04, in respect of Open merit Scholarship Scheme. The Children of SC/ST categories employees have been given 5% concession of marks at all slabs for granting scholarship awards as compared to the General Category.

iv) **Dr. Baba Saheb Ambedkar Scholarship Scheme :**

To mark the Birth Centenary of Bharat Ratna Dr. Babasaheb Bhimrao Ambedkar, the annual Scholarship was introduced in the Year 1991 for the benefit of the Children of Port Employees belonging to Scheduled Caste and Scheduled Tribes who have secured more than 45% marks in their respective examinations from Kg. To XII Standard and those undergoing technical courses after Std X. For the scholastic year 2003-04 an amount of Rs. 11,450/- has been disbursed among 80 children of SC/ST employees .

v) **Bharat Ratna Dr. B. R.Ambedkar Vocational Centre**

For the benefit and as welfare measure for the Port employees and their family members, the Vocational Centre conducts following courses, by charging concessional fees shown below against the respective courses:

				<b>Port Employees</b>	<b>Non Port</b>
1.	Computer Training	Admn.Fee	4 months	@ Rs.750/- p.m.	Rs.750/- p.m.
2.	Typewriting (English)	Rs.15/-	6 months	@ Rs.30/- p.m.	Rs.50/- p.m.
3.	Shorthand (English)	Rs.15/-	6 months	@ Rs.30/- p.m.	Rs.50/- p.m.
4.	Music (Tabla, Harmonium, Vocal)	Rs.15/-	1 year	@ Rs.50/- p.m.	Rs.75/- p.m.
5.	Bharatnatyam	Rs.15/-	4 months	@ Rs.50/- p.m.	Rs.75/- p.m.
6.	Hand Embroidery	Rs.15/-	4 months	@ Rs.25/- p.m.	Rs.50/- p.m.
7.	Machine Embroidery	Rs.15/-	4 months	@ Rs.25/- p.m.	Rs.50/- p.m.
8.	Tailoring (Ladies)	Rs.15/-	4 months	@ Rs.25/- p.m.	Rs.50/- p.m.
9.	Flower Making	Rs.15/-	4 months	@ Rs.100/- p.m.	Rs.100/- p.m.
10	Fabric Painting	Rs.15/-	4 months	@ Rs.100/- p.m.	Rs.100/- p.m.

The hall attached to the center is lent on hire for wedding parties and Port related functions for which subsidized rate of rent @ Rs.1000/- being charged for port employees and Rs.1500/- for others from January 2002 the center is opened for non port children for admission to all courses.

Concession is given to class III and class IV employees studying the computer classes. (i.e 500/- p.m. and for 4 month 2000/-)

vi) **Welfare Fund (Provision of Rs.15 Lakhs per year) :**

A significant amount of Rs.3,71,101/- has been disbursed from the Welfare Fund during the year 2003-04. During the current financial year the financial assistance granted from welfare fund for the following purposes.

- a) For meeting the funeral expenses of employee who die while in service an amount of Rs. 5000/- is being disbursed from Welfare Fund towards funeral expenses in favor of next of kin of deceased employees.
- b) Financial aid fund to the employees who are suffering from chronic illness and to others in financial distress.
- c) an amount of Rs.250/- per month is being reimbursed towards tuition fees in respect of mentally retarded children of port employees.
- d) an amount of Rs.500/- per employee being reimbursed towards spectacles frame twice in an entire service.

- e) any Port employee/Officer who dies as a result of any fatal accident while on duty an amount of Rs.5000/- is being paid in addition to the above funeral expenses.

vii) **Welfare Centralised Library:**

Centralized Library facility is provided to all Port employees/workers in main administrative office building. A sum of Rs.69,696 has been spent for purchase of books etc. during the financial year 2002 – 2003. Presently there are 9,433 number of books available in the library in Hindi/English/Konkani/Marathi languages.

viii) **Education facilities:**

The Mormugao Port Education Society runs the Kindergarten, Primary, Secondary and Higher Secondary School. The construction of schools, play grounds, and all other maintenance are being carried out by the administration.

The Mormugao Port also gives donation to the college run by Mormugao Education Society (MES), which is in close proximity of the port. During the year 2002 – 2003 an amount of Rs.1,00,000/- was donated to this college.

ix) **Sayantara Auditorium:**

In Port colony the Sayantara Auditorium having the seating capacity of 750 has been constructed. Dramas, office programs, school/colleges program and various cultural activities are being conducted for the benefit of the port employees and their families at the Auditorium. The same is also given on hire for Port employees and outsiders for performing various programs.

The budgetary provision and actual expenditure on cultural activities for last three years is given below:

	<b><u>Budget</u></b>	<b><u>Actual</u></b> <b>(Rs. In Lakhs)</b>
1999-2000	2.00	1.49
2000-2001	1.75	2.77
2001-2002	2.00	2.79
2002-2003	2.00	2.79
2003-2004	2.00	2.05

x) **Port Institute:**

A port institute is functioning in Vasco for the benefit of the port employees and their dependents. In the Institute facilities for indoor games are provided such as caroms, billiards, chess, table tennis, etc., competitions for the members and their children are also held which are largely attended. The Hall attached to Institute is also given on hire to the port employees and outsiders for holding various programs. The port institute conduct various programs on the occasion of New Year, Republic Day, Independence Day, Christmas, Diwali, etc. and distributes sweets and toys to the children of the institutes members.

xi) **Ladies Club:**

A Ladies Club has been set up by wives of the port employees in the port colony. The Club is conducting various programs for the benefit of the port employees wives and their children. The ladies club is also running the health club.

xii) **Officers Club:**

The Officers club is constituted at this port by the Officers for the benefit of the officers and their families. The club is conducting various programs, competitions, tournaments, etc. The Officers club is celebrating various festivals such as Diwali, Christmas, New Year and other get together programs for the benefits of the officers and their families.

xiii) **Port Employees Consumer Co-Op. Society:**

The employees consumers co-operative society manages two shops at Vasco and Headland respectively to supply provisions at fair prices. The self service shopping units at Headland and Vasco caters to the day to day needs of the residents of Headland port colony and Vasco/Baina colony respectively. The credit facility is also available to the society members for buying grocery items. Occasionally exhibitions cum sales are also arranged by the society for the benefit of its clients wherein reputed manufacturer/dealers of various goods display their products. The member employees have also the option to buy the goods and pay on installment basis through salary deductions.

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