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A STUDY ON LABOUR WELFARE MEASURES WITH REFERENCE TO TEXTILE INDUSTRIES

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ABSTRACT

The importance for welfare arises from a very nature of industrial system, which is characterized by two basic facts; 1) The conditions under which work is carried on are not congenial for health and 2) When labour join industry he has to work in an entire strange atmosphere, creating problems of adjustment. Having a satisfied workforce is very much essential for smooth working of every organization. So this study is conducted to know whether the workers are satisfied with the welfare measures provided by textile industries. The study conducted to provide suggestion to them for improving the employee's satisfaction is too bright out various drawbacks in the existing system.

KEYWORDS

Labour, Satisfaction, Welfare Measures.

INTRODUCTION

Welfare" is a broad concept referring to a state of living of an individual or group, in a desirable relationship with the total environment - ecological, economic and social. Labour welfare includes both the social and economic contents of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker sections of society like the prevention of destitution, poverty, etc. It aims at social development by such means as social legislation, social reform, social services, social work, social action, etc. The object of economic welfare is to promote economic development by increasing production and productivity and through equitable distribution. Labour welfare is a part of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources. The concept of labour welfare has received inspiration from the concepts of democracy and welfare state. Democracy does not simply denote a form of government; it is rather a way of life based on certain values such as equal rights and privileges for all. The operation of welfare services, in actual practice, brings to bear on it different reflections representing the broad cultural and social conditions. In short, labour welfare is the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the market.

REVIEW OF LITERATURE

1. "In some countries welfare facilities provided is confined to the worker employed in the undertaking concerned while in others the workers facilities rare allowed to share many of the benefits which are made available"¹.
2. The study conducted in three industrial establishments by Veeraraghavam.P.V.,(1960) investigated employee's attitudes, satisfaction and discontent of employees with regard to wages, supervision, management, job, co-workers, working conditions, communication, welfare facilities and labour union. The study has revealed that the workers in private enterprise were more satisfied than those in public enterprise. Evidence indicates that a deliberate effort to create favorable working conditions was followed by an improvement in morale².
3. The committee of labour welfare which is popularly known as Malviya committee observed that," The scope of labour welfare cannot be confined to facilities within or near the undertaking nor cannot be it so comprehensive embrace the whole range of social welfare, or social service"³.
4. The study conducted by Dr. Arun Prakash Chaturvedi (1973) titled "labour conditions in the glass industry of Uttarpradesh", has revealed the problems like, labour turnover, heterogeneous groups of different castes and communities, increase in number of workers exclusively dependent on the glass industry for their livelihood, method of recruitment in the industry, facilities for providing technical education, differences in the wages, method of payment of wages, inadequate dearness allowance, deprived bonus benefits, imposing fines and other unauthorized deductions are existing in the glass industry of Uttarpradesh and various suggestions have been offered by the researcher to improve the conditions of the labour in the Uttarpradesh glass industry⁴.
5. In early 1980, the textile Bulletin stated that the Mumbai Milks Owner's Association has furnished the following information. That the entire member Mills had provided canteens, Creches and Ambulance room for their employees. All the Cotton Mills except one, had open grained shops and sold provisions to

¹[International Labour Organization Report, provision of facilities for the promotion of workers welfare, Asian Regional Conference- Nowaru Eleja, Ceylon 1946, a.3]

²[Veeraraghavam.P.V., "Employees attitudes – satisfaction and discontent of employees, 1960]

³[Malviya committee Report on Labour welfare 1969 P.23]

⁴[Dr. Arun Prakash Chaturvedi, "labour conditions in the glass industry of Uttarpradesh",1973]

- their workers at lowest price, gymnastic and other recreational facilities such as film shows, radio sets and cultural programmes etc., were provided for the benefit of their employees⁵.
6. Dr. Mohinder Singh Dhaliwal (1983), in his study titled "Economics of health Expenditure of labour", has suggested that the improvement in the level of health expenditure of the workers can improve their productivity and the improvement in the health expenditure will improve their earnings and thus help them to break vicious circle of their poverty. The study also reveals that as the under nourishment prevails, the effectiveness of their health giving inputs is not of much significance⁶.
 7. The Indian labour year book 1985 published that the welfare measures, undertaken by the Tata Iron and steel coy at Jamshedpur for their workers as praise worthy. The company provides efficient medical facilities number of school for children grants scholarships and has organized number of welfare centre with usual recreational, library and cultural activities canteen and also maintains crèche etc⁷.
 8. Pal and Vasudeva (1989)⁸ rest on the concept that the speed of achieving the economic goal depend not only on how they work, but also on the optimal social and physical conditions in which they work. This study focused on the interacting effect or supervisory style and situation favorableness of job satisfaction and satisfaction level of industrial workers. The result reveals that training programmers in the industries should focus on problems related to human relations so that supervisors become effective leaders⁸.
 9. Rathna (1994), in her study titled "Nutritional status of women working in ginning mills", has probed the health and nutritional status of 200 women, aged 19 to 55 years working in textile ginning mills in Tamil Nadu were examined. The working conditions of the women in the ginning mills were outlined in this study. The study indicates the women in ginning mills have common problems like leg, back, chest, eye pains and respiratory problems⁹.
 10. Charles Nobles (1997) in this study on "A political History of the American welfare Stars". Discussed that public hostility to the welfare state explains why the American government does less and it is seen that, public-opinion surveys had a wide range of social-welfare programs, from social security to public assistance for the poor. Nor do a think that Americans are better off with less government; in contrast to the United States, then available evidence suggests that public programs to promote economic security have substantially improved people's lives¹⁰.
 11. Spar and Deboral (1998) in their studies observed that "The Spotlight and the Bottom Line; how multinationals export human rights". Advantages of lower-cost labour of lower-cost inputs from are abusive suppliers; evidence that support the potency of the spotlight phenomenon about labour abuses; and why human rights and US multinational are considered unlikely bedfellows¹¹.
 12. Blow field a Mick (1999) found that "Ethical Trade a review of developments and issues". The paper identifies the common ground between sect oral approaches, examining, for instance, work from forestry, fair trade, agricultural and the apparel industry. The paper concludes by arguing the need for greater integration of social and environment issues, and the developments of approaches Able to identify and reflect the ethical trade is intended to assist¹².
 13. Deepa. M (1999) in her study concentrated on job Satisfaction of employees and their general attitude towards their job. The employees Satisfaction or Dissatisfaction with their job with regard to pay, allowances, working time, working condition, promotions, grievances handling, transport facilities, relations with superiors, peers assistants and welfare facilities. The study reveals to what extent the various actors affected the Satisfaction of the working¹³.
 14. Maria & Daniel (2000) say that "Women work effort, occupation and economic wellbeing. Current welfare reforms attempts to move low-income women with children from reliance on welfare to work. The logic of some current efforts relies on the thesis that employment, even in low-paying jobs, leads eventually to self-sufficiency. With data from the National Longitudinal Survey of youth, the authors analyzed the relationship between work history and economic success during the first five years after women leave welfare. They found that over time median wages and hours worked increase and that earnings generally improved. Nonetheless, even in the fifth years, only one in four consistently worked full-time. Although current welfare reforms are focused on moving women into jobs quickly, results cited in this article suggest that employment itself is not a guarantee of economic success¹⁴.
 15. Pravin Sinha (2000) states that Trade Unions in India work mainly with workers in formal employment in public sector. However most people in Indian work in the informal economy, and their needs are attended mainly by voluntary agencies or NGOs. Economic globalization and the work; as representatives of working people, unions and agencies alike are being marginalized. Paradoxically, this situation is encouraging these organizations to overcome the mutual mistrust that has characterized relations between in the past, and to join forces in order to pool their strengths, this articles describes the background and current situation in general terms before presenting a case study of NCL, an apex body of labour organizations of all kinds working in the informal sector in India¹⁵.
 16. Basu & Baushik (2001) says that "Initiative for Higher International labour Standards". The International Labour Standards (ILS) movement, meant to be an initiative to promote better working conditions in the third world, has been widely opposed by Third World governments and workers., the contemporary world has seen a bewildering number of initiatives or suggestions for ILS, to be coordinated through the offices of the UN,ILO and WTO and while global opinion has become more sophisticated in recent years, the existing initiatives are ill-conceived and are likely to have undesirable fall-outs¹⁶.

NEED FOR THE STUDY

The study of "Labour welfare" has great importance in the present situation. It is mainly concerned with the improvement of the efficiency of labours. The labours are the most valuable assets of any organization as they are responsible for achieving the goals of the business firms. A happy and contented will put in hard work for increased production. Suppose if the amenities are not properly given them both the quantity and quality of the output will suffer. The performance of the labours mainly depends upon the satisfaction. He derives from the facilities and opportunities. Prevailing in the working environment which in turn affects the efficiency of labour welfare activities are also the best investment for employees as they promoted industrial.

STATEMENT OF THE PROBLEM

The importance for welfare arises from a very nature of industrial system, which is characterized by two basic facts, one the conditions under which work is carried on are not congenial for health and second, when labour join industry he has to work in an entire strange atmosphere, creating problems of adjustment. Having a satisfied workforce is very much essential for smooth working of every organization. So this study is conducted to know whether the workers are

⁵ [The textile Bulletin- 1980-Mumbai Milks Owner's Association]

⁶ [Dr. Mohinder Singh Dhaliwal, "Economics of health Expenditure of labor", 1983]

⁷ [The Indian labour year book – "welfare measures"- 1985]

⁸ [Pal, Madan and Vasudeva, Pramila (1989), 'Supervisory style and situational favorableness as related to workers job satisfaction': Indian journal of Industrial Relations, Vol.24, No.3, Jan, pp.289-294]

⁹ [Rathna, "Nutritional status of women working in ginning mills",1994]

¹⁰ [Charles Nobles, "A political History of the American welfare Stars", 1997]

¹¹ [Spar and Deboral, "The Spotlight and the Bottom Line; how multinationals export human rights", 1998]

¹² [Blow field a Mick, "Ethical Trade a review of developments and issues", 1999]

¹³ [Deepa. M "The Job Satisfaction of employees in Suguna Spinning Mills Limited, Udumalpet", MBA Student, 1999.]

¹⁴ [Maraia & Daniel - Women work effort, occupation and economic wellbeing, 2000]

¹⁵ [Pravin Sinha - Trade Unions in India work – 2000]

¹⁶ [Basu & Baushik, "Initiative for Higher International labour Standards", 2001]

satisfied with the welfare measures provided by the company. The study conducted to provide suggestion to them for improving the employee’s satisfaction is too bright out various drawbacks in the existing system.

OBJECTIVES OF THE STUDY

- To acquire the knowledge about varied welfare measures adopted in textile industries.
- To study the labours satisfactory level of welfare measures in textile industries in Coimbatore city.
- To elicit the opinion of labourers working in textile industries in Coimbatore city.
- To make constructive suggestions to improve the welfare facilities.

RESEARCH METHODOLOGY

The research design used in this study is descriptive. The study is confined to the employees working in the textile industries in Coimbatore city. The study used both primary and secondary data. Totally 400 samples were selected by using simple random sampling method. The primary data collected from respondents through questionnaire. The secondary data is collected with the help of various company records, company manual, internet, journal, books etc.

TOOLS FOR ANALYSIS

The following are the statistical tools used for the study

1. Simple Percentage Analysis
2. Chi-Square Analysis

DATA ANALYSIS AND INTERPRETATION

TABLE I: AWARENESS ON STATUTORY WELFARE FACILITIES

S.NO	AWARENESS ON STATUTORY WELFARE FACILITIES	NO. OF RESPONDENTS	PERCENTAGE
A	Yes	360	90
B	No	40	10
	Total	400	100

Source: Primary Data

Interpretation

It is witnessed from the above table that 90% of the respondents stated that awareness about welfare facilities. On the other hand 10% of the respondents stated that no awareness about statutory welfare facilities. From the analysis, it is concluded that most of the respondents having awareness about statutory welfare facilities.

TABLE II: LEVEL OF SATISFACTION ON STORING AND DRYING CLOTHING FACILITY

S.NO	SATISFACTION LEVEL	NO. OF RESPONDENTS	PERCENTAGE
A	Good	40	10
B	Satisfactory	232	58
C	Poor	128	32
	Total	400	100

Source: Primary Data

Interpretation

It can be seen from the above table that 58% of the respondents opined that satisfied in storing and drying clothing facility.32% of the respondents opined that poor satisfaction in storing and drying clothing facility. On other hand 10% of the respondents opined that good in storing and drying clothing facility. From the analysis, it was found that 58% of the respondents opined that satisfied in storing and drying clothing facility.

TABLE III: CLASSIFICATION ON HOUSING ACCOMODATION FACILITY

S.NO	HOUSING ACCOMODATION FACILITY	NO. OF RESPONDENTS	PERCENTAGE
A	Yes	60	15
B	No	340	85
	Total	400	100

Source: Primary Data

Interpretation

It is witnessed from the above table that 85% of the respondents expressed that they are not having housing accommodation and 15% of the respondents expressed that they are having house accommodation. From the analysis it is concluded that 85% of the respondents opined that they are not having housing accommodation.

TABLE IV: SEX AND LEVEL OF SATISFACTION ON WASHING FACILITY

Sex	Level of satisfaction			Total
	High	Medium	Low	
Male	48 (48%)	124 (49.21%)	28 (58.33%)	200
Female	52 (52%)	128 (50.79%)	20 (41.67%)	200
Total	100	252	48	400

Interpretation

It is lime lighted from the above table that the percentage of high level of satisfaction on washing facility in textile industries was the highest (52%) among the female category of the respondents and the same was the lowest (48%) among the male category of the respondents. The percentage of medium level of satisfaction on washing facility in textile industries was the highest (50.79%) among the female category of the respondents and the same was the lowest (49.21%) among the male category of the respondents. On the other hand, the percentage of low level of satisfaction on washing facility in textile industries was the highest (58.33%) among the male category of the respondents and the same was the lowest (41.67%) among the female category of the respondents.

In order to find the relationship between sex of the respondents and level of satisfaction of washing facility in textile industries, a chi-square test was employed to test the hypothesis and the result of the test is shown in the following table.

Ho : There is no significant relationship between the sex of the respondents and level of satisfaction on washing facility in textile industries.

H1: There is a significant relationship between the sex of the respondents and level of satisfaction on washing facility in textile industries.

TABLE V: SEX AND LEVEL OF SATISFACTION ON WASHING FACILITY (CHI-SQUARE TEST)

	Value	Degree of freedom	Table value at 5% significant
Pearson Chi-square	0.39	2	5.99

Interpretation

It is witnessed from the above table that the calculated chi-square value is less than the table value and the result is not significant level. Hence, the null hypothesis H_0 is accepted. From the analysis it is concluded that there is no significant relationship between the sex of the respondents and level of satisfaction on washing facility.

TABLE VI: INCOME AND LEVEL OF SATISFACTION ON CANTEEN FACILITY

Income	Level of satisfaction			Total
	Good	Satisfactory	Poor	
Up to 6000	96 (75%)	96 (43.64%)	28 (53.85%)	220
6001-8000	12 (9.38%)	28 (12.72%)	4 (7.76%)	44
8001 and above	20 (15.63%)	96 (43.64%)	20 (38.46%)	136
Total	128	220	52	400

Interpretation

The above table highlights that the percentage of high level of satisfaction on canteen facility in textile industries was the highest (75%) among the respondents earning up to Rs.6000 per month and the same was the lowest (9.38%) among the respondents earning 6000-8000 per month. The percentage of medium level of satisfaction on canteen facility in textile industries was highest (43.64%) among the respondents earning Rs.6000-8000 and above and the same was the lowest (12.72%) among the respondents earning below 8000 per month.

On the other hand the percentage of low level of satisfaction on canteen facility in textile industries was the highest (53.85%) among the respondents earning Rs.6000 per month and the same was the lowest among the respondents earning between Rs.6000-8000 per month. While analysis of income of the respondents, it is inferred that the respondents income up to Rs.6000 per month is highly satisfied with canteen facility when compared with other categories. It is proved with the help of chi-square test that there is a close relationship between the income of the respondents and the level of satisfaction on canteen facility

In order to find the relationship between the respondents' income and the level of satisfaction on canteen facility in textile industries, a chi-square test is shown in the following table.

H_0 : There is no significant relationship between the respondents' income and their level of satisfaction on canteen facility in textile industries.

H_1 : There is a significant relationship between respondents' income and their level of satisfaction on canteen facility in textile industries.

TABLE VII: INCOME AND LEVEL OF SATISFACTION ON CANTEEN FACILITY (CHI-SQUARE TEST)

	Value	Degree of freedom	Table value at 5% significant
Pearson Chi-square	10.41	4	9.49

Interpretation:

It is identified from the above table that the calculated chi-square value is greater than the table value and the result is significant. Hence, the null hypothesis H_0 is rejected and the alternative hypothesis H_1 is accepted. From the analysis, it is concluded that there is a close relationship between the respondents' monthly income and their level of satisfaction on canteen facility.

FINDINGS OF THE STUDY**SIMPLE PERCENTAGE ANALYSIS**

- Majority of the respondents (90%) were belongs to manufacturing department.
- Majority of the respondents (35%) are age group 31-40 years.
- Majority of the respondents (90%) are married.
- The sex of the respondents i.e. male (50%) and female (50%) is equal.
- Majority of the respondents (31%) are having 5-10 years experience.
- Majority of the respondents (55%) are temporary labour.
- Most of the respondents (55%) are earning income up to 6000.
- Majority of the respondents (90%) are having awareness about the statutory welfare facilities.
- Majority of the respondents (70%) got awareness through circular.
- Majority of the respondents (63%) are satisfied with washing facility.
- Majority of the respondents (58%) are satisfied with storing and drying, clothing facility.
- Majority of the respondents (56%) are satisfied with sitting facility.
- Majority of the respondents (70%) are satisfied with first aid appliances.
- Majority of the respondents (53%) are felt that ventilation in rest room is good.
- Majority of the respondents (56%) are satisfied with lighting in rest room.
- Majority of the respondents (54%) are satisfied with cleanliness in rest room.
- Majority of the respondents (56%) are satisfied with furniture facilities in rest room.
- Majority of the respondents (40%) are satisfied with toilet / bathrooms in rest room.
- Majority of the respondents (63%) are satisfied with lunchroom facility.
- Majority of the respondents (55%) are felt that quality in canteen is good.
- Majority of the respondents (57%) are satisfied with quantity in canteen facility.
- Majority of the respondents (48%) are satisfied with price in canteen facility.
- Majority of the respondents (56%) are satisfied with working hours of canteen.
- Majority of the respondents (55%) are satisfied with the canteen management.
- The transport facility is only available for female respondents (50%).
- Majority of the respondents (34%) are satisfied with the transport facility.
- Majority of the respondents (85%) are not having the housing accommodation.
- Majority of the respondents (26.7%) are satisfied with water facility in housing accommodation.
- Majority of the respondents (66.7%) are felt that electricity facility in housing accommodation is good.
- Majority of the respondents (53.4%) are felt that ventilation in housing accommodation is poor.

- Majority of the respondents (73.3%) are felt that sanitation in housing accommodation is poor.
- Majority of the respondents (80%) are felt that space in housing accommodation is poor.
- Majority of the respondents (55%) are not having the co-operative store facility.
- Majority of the respondents (73.4%) are felt that quality in co-operative store is good.
- Majority of the respondents (57.8%) are felt that quantity in co-operative store is good.
- Majority of the respondents (60%) are felt that price in co-operative store is good.
- Majority of the respondents (53.3%) are satisfied with any other items in co-operative store.
- Majority of the respondents (60%) are felt that recreation facility is poor.

CHI-SQUARE TEST

- There is a significant relationship between the sex of the respondents and washing facilities.
- There is a significant relationship between the experiences of the respondents and awareness about statutory welfare facilities.
- There is a significant relationship between the job type of the respondents and storing and drying, clothing facility.
- There is no significant relationship between the age of the respondents and sitting facilities
- There is no significant relationship between the age of the respondents and first aid appliances.
- There is a significant relationship between the marital status of the respondents and first aid appliances.
- There is no significant relationship between the sex of the respondents and ventilation in restroom facility.
- There is no significant relationship between the sex of the respondents and lighting in rest room facility.
- There is no significant relationship between the sex of the respondents and cleanliness in rest room facility.
- There is no significant relationship between the sex of the respondents and furniture facilities in rest room.
- There is a significant relationship between the sex of the respondents and toilet / bathrooms in rest room.
- There is no significant relationship between the income of the respondents and quality aspect in canteen facility.
- There is no significant relationship between the income of the respondents and quantity aspect in canteen facility.
- There is no significant relationship between the income of the respondents and price in canteen
- There is no significant relationship between the income of the respondents and working hours of canteen.
- There is a significant relationship between the income of the respondents and the canteen management

CONCLUSION

The main objective of this paper is to determine the satisfactory level of welfare facilities in textile industries. This paper has also attempted to study relationship between the sex of the respondents and washing facilities and between the income of the respondents and the level of satisfaction on canteen facilities. The outcome of the study may help the organization to differentiate the satisfying factors from dissatisfying, effective steps to improve the labour welfare measures provided will lead to increase their work effectively.

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