

A STUDY ON STATUTORY LABOUR WELFARE MEASURES IN GARMENT INDUSTRY

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ABSTRACT: Employee Welfare is the concept which is very important for the Employees in Garment sector to work effectively which leads to increase the productivity in the organisation. Welfare is regarded as an individual phenomenon, many investigators organize these feeling what are assumed to be worker's needs, in contrast to this individual job satisfaction approach, most researchers are impressed with social or group significance of morale. The study focused on the factor influences Employee Welfare in the organisation and their level of satisfaction of employees in the garment industry. 100 employees of textile units of equal capacity have taken as samples. Every organization tends to improve the statutory welfare measures that influence the employees of satisfaction in Garment industry.

In this paper the researcher had given the suggestions to improve the Welfare facilities of the Employees to improve the productivity of the Garment industry.

Keywords: Industry, Textile, employees, job satisfaction, productivity, Welfare.

INTRODUCTION:

The term 'Labour Welfare' refers to the facilities provided to the workers in and out a the factory premises such as canteens, rest and recreation facilities, housing and all other services that contribute to the wellbeing of workers. Welfare measures are concerned with general wellbeing and efficiency of workers. In the early stages of industrialization, welfare activities for factory workers did not receive adequate attention. Employers were not inclined to accept the financial burden of welfare activities. Wherever employers provided for such amenities, it was more with a paternalistic approach to labour rather than recognition of workers' needs.

Hence the state had to intervene, in discharge of its welfare responsibility, by using its persuasive powers and/or by enforcing legislation, where persuasion failed. Compulsory provisions are thus incorporated in the Factories Act, 1948 with respect to the health, safety and welfare of workers engaged in the manufacturing process. In the previous lesson you have studied the nature and characteristics of factories.

The basic features of labour welfare measures are as follows:

1. Labour welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
2. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining
3. Labor welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
4. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
5. The purpose of labour welfare is to bring about the development of the whole personality of the workers to make a better workforce.

The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living. The important benefits of welfare measures can be summarized as follows:

- They provide better physical and mental health to workers and thus promote a healthy work environment.
- Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
- Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
- The social evils prevalent among the labors such as substance abuse, etc are reduced to a greater extent by the welfare policies.

OBJECTIVES OF THE STUDY**PRIMARY OBJECTIVE**

- To know about the labour welfare facilities provide by the Garment industry.

SECONDARY OBJECTIVES

- To find out the overall welfare facilities provided by the organization.
- To examine the satisfaction level of the workers regarding the existing system of labour welfare.
- To study the employee-employer relationship in the organization.
- To find out the satisfaction level regarding the working condition of the employees.
- To suggest measures for improving of maintaining the current level of measures.

SCOPE OF THE STUDY

The research is an outcome of the study carried out on topic “Study on labour welfare measurers provided at Garment industry. The research is aimed at knowing the satisfaction level of the workers regarding the labour welfare schemes existing in the organization. The project also brings to right the satisfaction level of the employees regarding the pay structure, working conditions safety measures etc. The data collected were analyzed using statistical tools and results were represented through tables and charts. Suggestions are also given at the end of the report.

RESEARCH METHODOLOGY

The purpose of methodology section is to descript the researcher procedure. This includes overall design, the sample unit, and size of the sampling procedure, method of dada collection, dada collection instrument tools and analysis.

RESEARCH DESIGNING:

The design adapt for the study is descriptive research design. Descriptive research design is connected with the factor that influence level satisfaction of employees. The research design is basically under the plan for studying the collection and analysis of dada.

SAMPALING TECHNIQUE:**CONVENIENCE SAMPLING**

In this method the sample units are chosen primarily on the basis of the convenience to the researcher.

SAMPLE SIZE

100 employees in supreme coated board mill pvt ltd are selected

SOURCES OF DATA COLLECTION:

Primary and secondary data were collected for the research study.

ANALYZING TOOLS USED:

The basic tool that is used in the project work is simple percentage and Chi square method. The results the survey were respondents through tables.

LIMITATIONS OF THE STUDY:

1. The study is limited in Garment industry only and fore there the findings of the study cannot be extended to other areas.
2. The sample size might not give a correct representation of the entire population.
3. The time available for the study is very limited.
4. Some labours are not ready to express their views frankly.

REVIEW OF LITERATURE

DR.C.VIJAYA BANU [1], A study on Labour Welfare Measure in Public Sector Transport Corporation throws light on welfare measures followed in Public Sector Transport Corporation. This study analyses the various dimensions of labor welfare measures that are perceived to the labors. It highlights the perception and level of satisfaction of the labors regarding the various welfare measures and the methods to improve the welfare schemes in Public Sector Transport Corporation.

M.J. ASHIFA [2], Labor Welfare Policy and Practice Volume 24, 2009 : India's labor force ranges from large numbers of illiterate workers to a sizeable pool of highly educated and skilled professionals. Labour welfare activities in India originated in 1837. They underwent notable changes during the ensuing years. This article is a description of these changes and the additions which were included over this period. On the whole, it paints a picture of the Indian Labour welfare scene. The 10 Five Year Plans have had a tremendous impact. Further, the Indian Planning Commission has laid down measures to enhance the welfare of workers in various areas such as child labor, bonded labor, female labor and occupational safety and health.

YVONNE MCCWARTHY [3], Welfare work in India (broadly defined) is carried out by various government and non-government organizations of which the most important are National Government, State Government, Trade Unions, the Public

Sector and Private Sector nongovernment organizations. Activities in this area include provision of housing facilities, education, occupational safety and health, prevention of child and bonded labor, and enhancement of working women's welfare.

PETER L. SWAN [4], Private Sector welfare measures are of a similar nature. Notable companies taking initiatives in this regard are Tata and Larsen and Toubro. The article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of workers' conditions. However, a great deal still needs to be done.

MARTIN POWELL[5], University of Bath August 1, 2009 : The Labour government elected in May 1997 has seen the reform of the welfare state to be one of its major tasks. Its big idea to achieve this is the third way, which is said to be a new and distinctive approach that differs from both the old left and the new right. It is argued that the third way is best summarized by a new acronym—PAP—pragmatism and populism. It appears to be neither distinctive nor new, leaning to the right rather than the centre or centre-left, and having some roots in the New Poor Law and the mixed economy of welfare of Beveridge.

ANALYSIS AND INTERPRETATION

CHI SQUARE

Table: 1 AGE VS Welfare Facilities

Age	Do the company provide the Welfare Facilities					Total
	highly satisfied	satisfied	neutral	dissatisfied	highly dissatisfied	
above 20	1	3	1	5	4	14
21 to 30	5	4	6	9	6	30
31 to 40	9	4	2	12	9	36
above 40	5	4	1	4	6	20
Total	20	15	10	30	25	100

H_0 . There is no significant relationship between Age & Welfare Facilities

H_1 - There is a significant relationship between Age & Welfare Facilities

Chi square:

Calculated value = 29.011

Degree of freedom = 12

Table value = 21.026

Significant level = significant level of 5%

Inference:

It is inferred from the above table that the calculated value of chi square is greater than the table value.

Hence the null hypotheses are rejected so there is a significant relationship between Age & Welfare facilities.

SUGGESTIONS

- The management should be providing better cash facility, emergency loan .so that it improves the satisfaction of the employees.
- The company has to provide proper medical facility to the labour.
- The company has to improve the transport facility.
- The company has to provide on the job training to the work recording the use of safety equipments.
- The company has to improve the job satisfaction level of labour by providing health atmosphere, good working condition etc.,

CONCLUSION

The study on, labour welfare measures aims find out the various welfare schemes provided by the organization. The staff and workers want more co-operations with the management. Findings and suggestions also in checked in the project.

We can include that this project will help full to the management to improve better welfare measures to the employees.

References

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