



---

## A STUDY ON LABOUR WELFARE MEASURES FOR INDUSTRIAL WOMEN WORKERS IN SATARA DISTRICT

---

**Saroj B. Kirtikudav**

Research Scholar,  
Shivaji University, Kolhapur.

**Dr. P. B. Patil**

Principal,  
Karmveer Hire Arts commerce,  
Science & Education College,  
Gargoti. (Kolhapur)

---

### ABSTRACT:

Labour is regarded as one of the major component of factor of production. For efficient functioning labour intensive industries need labour force continuity in production may be possible with the help of labour workforce. So every employer has the morale responsibility towards the welfare of the workers. The term 'welfare' offers comfort to the workers as well as it includes amenities like transportation, recreation, housing etc. The application of labour welfare schemes lead to high morale of the worker, increased efficiency and also helps to retain and attract the workers. So labour welfare concern with to take care of worker's welfare by the employer, by worker's unions by government agencies and by NGO's. The major objective of this is to study labour welfare measures available for industrial women workers. 45 Small Scale Industrial units are selected of Satara District, with the sample size 421. Structured questionnaire is prepared to collect primary data. Stratified random sampling technique is used for the study.

**Keywords:** *Welfare, measures, women, workers.*

### INTRODUCTION:

Labour welfare schemes always motivate the worker to work hard and become legal towards their employer. These schemes take care of worker's wellbeing throughout the work life and after retirement. So the employer and the employee have responsibilities towards each other. When employer offers job opportunity to the worker he should look after, worker's wellbeing as it's a part of social responsibility and business ethics. As well,through the welfare

schemes, the work force remain always induced to work hard besides these employers always keep worker's morale high. The major objective of labour welfare is to lessen strains and stress level of the worker, overall worker must feel safe and comfortable at the workplace. The scope of labour welfare schemes can be discussed in four types; 1. Work environment includes lighting, temperature, ventilation, sanitation, canteen, cleanliness, transportation, and safety devices. 2. Health facilities include health care Center, medical checkup, crèches, recreation facilities etc. 3. General welfare includes housing, family care, sports facilities. 4. Economical welfare facilities include-Subsidized food grains through consumer co-operative, Credit Society through bank Post office and health insurance by employer.

Labour welfare activities are classified into three groups i) Statutory, ii) non-statutory, iii) Mutual Various Indian Acts has put towards the intensity of labour welfare and the employer should practically apply these provisions. So these are statutory welfare schemes. Some welfare facilities are voluntarily given by the employer, those are non-statutory further mutual welfare is undertaken by trade unions. Whereas, International Labour Organization in 1963 has divided labour welfare, activities into two types i.e. Intra-mural and extra mural welfare amenities. Intra mural welfare activities are given within a plant whereas extra mural activities are provided outside the plant. So these labour welfare facilities plays an important role towards labour workforce.

#### **STATEMENT OF THE PROBLEM:**

In rural India industrial development has begins; most of the women agricultural workers have shifted from agricultural employment towards industrial employment. These workers found continuity in employment of industrial sector in spite of agricultural seasonal employment on the other hand, the industrial sector comes under unorganized sector which sector don't have government protective shell, salary and other incentive norms.

Absence of social security, no paid leaves, and ignorance towards labour/employee welfare schemes. So the workforce has to work under unprotected environment along with many difficulties and adversities so the

researcher has selected the research topic, "A study on Labour Welfare Measures for Industrial Women Workers in Satara District"

### **SIGNIFICANCE OF THE STUDY:**

Labour welfare measures plays a vital role in worker's work life and life. Labour welfare schemes helps to keep high morale of the worker so an enthusiastic person works efficiently and high production targets can be achieved. Labour welfare measures serves as a major tool for maintaining healthiest relationship between employer and employee. Among these facets employer have some legal, ethical and social responsibility towards workers work life, so by providing labour welfare measures employer is fulfilling his obligation towards labour force. Being on important sector manufacturing industry has created many job opportunities for weaker section of the society; the present research article throws light on availability of Labour welfare Measures to Industrial Women Workers in Satara District.

### **OBJECTIVES OF THE STUDY:**

- 1) To review the earnings, spending and savings of industrial women workers.
- 2) To study the labour welfare measures available to the industrial women workers.

### **REVIEW OF LITERATURE:**

**Arul Edison Anthony Raj and Sheeba Julius (2017)** "Study focuses on three dependent variable (employee commitment) as affective, normative and continuance commitment whereas statutory, non-statutory and social security measures are the independent variables, study shows that these three independent variables have great impact on affective and normative commitment, but social security measures have impact on continuance commitment.

**DhaniShankerChaubey and BabitaRawat. (2016)** Study pointed out an impact of labour welfare schemes on job satisfaction of worker Majority of

*Saroj B. Kirtikudav & Dr. P. B. Patil*

workers have the opinion that welfare facilities helps to augment inspiration and productivity. Positive relation found between welfare facilities and job satisfaction, but statutory and non-statutory schemes have different impact on work satisfaction of the employee.

**Hemashree B.L. and H. Nanjegowda (2017)** Paper highlighted impact of Labour welfare Measures on employees. Employees are satisfied for medical facility and compensation and are unsatisfied with counseling, training, worktime and leave facility. In case of non-statutory welfare measures respondents are satisfied with only merit scholarship to children and are unsatisfied with housing, Transportation, education, trips, recreation and credit facility.

**Viji K and Peerzadan Mohammad Oveis (2020)** Study pointed out that social security measures have effect on satisfaction level of employee so ultimately it leads to affect the productivity of the organization. Some welfare measures has given high satisfaction to women employees such as child care support, pick and drop facility, flexi work hours, counseling, and leadership programmes.

**Mridul Mishra and Arvind Joshi (2016)** Study highlighted four major parts first social security, second health, third medical and forth general welfare. Employees are unsatisfied with payment of casual leaves and annual leaves. Half of the respondents are satisfied with first aid and medical benefits. Respondents are moderately satisfied with crèche facility. Study also found absence of training programmes.

**Ravishankar S. Uile, KotreshPatl, AparnaJ. Varma, A.N. Santosh Kumar and T.P. RenukaMurthy (2018)** Researchers pointed out that some workers have unhealthiest relationship with their superior; some have neutral opinion about sitting arrangements. Positive relationship found between employee satisfaction and statutory welfare facilities, as well as positive relationship found between respondent's satisfaction and non-statutory welfare facilities. Some respondents have advocated a need in improving.

**A Varadraj and D. Charumathi (2019)** Conducted a study on impact of welfare measures on the quality of employees' performance. Departmental workload and work stress have an adverse effect on physical and mental health of the respondents. Difference found between the opinion of respondents and welfare measures with their experience. So it is pointed out that welfare measures directly affect work efficiency of the respondent.

**DhruvalDevani and AnuradhaPathak (2020)** In their study, they found that employees are satisfied with workplace safety, leaves, and canteen facility. Employees are well known about social security measures.

**P. Chandrasekaran, P. Ganesh Prabhu (2020)** Conducted a study on employee welfare measures in construction industry, pointed out that employees get lower satisfaction regarding wage incentives. Medical facilities gives high satisfaction High satisfaction derived from cultural program, and accident benefit scheme. Respondents get higher satisfaction from overall quality of worklife.

#### **METHODOLOGY:**

For the research Satara District of Maharashtra State is selected for the study. 45 small industrial units are selected and the sample is 421 Industrial women workers. For collecting primary data a well-structured questionnaire is used. Stratified random sampling technique is used. Secondary data is collected through research journals, websites.

#### **ANALYSIS OF DATA:**

To fulfill the objectives of the study primary data is collected regarding monthly income, monthly savings, monthly savings, as well as data related to statutory and non-statutory and non-statutory welfare measures. Percentage analysis method is applied for analyzing data.

**Average Monthly Income and Monthly Savings.**

Sr. No.	Average Monthly Income of Respondent	No. of Industrial Women workers	Percentage
1	Less than 5000	260	61.76
2	5001 to 10000	158	37.62
3	10001 to 25000	03	0.71
4	25001 and above	0	0
	Total	421	100

Sr. No.	Monthly Savings of Respondent	No. of Industrial Women workers	Percentage
1	Below Rs.500	107	25.41
2	Rs.501 to 1000	120	28.50
3	Rs. 1001 to 1500	99	23.51
4	No Savings	95	22.66

Table depicts information about average monthly income and savings of respondents. Maximum 61.76 (260) women are getting monthly income less than 5000. Hardly 0.71 (03) respondents get wages above 10,001. Whereas while describing monthly savings 25.41 (107) respondents are making monthly savings below 500, 28.50 (120) work groups having monthly savings upto 1000. 23.51 (99) respondents having monthly savings up to 1500. It is important to note that 22.66 (95) respondents don't have any monthly savings.

**Statutory and Non-Statutory Welfare Measures.**

Sr. No.	Statutory Welfare Facilities	Yes	Percentage	No	Percentage
1	Drinking Water	421	100	0	0
2	Dustbin	421	100	0	0
3	First aid Box	421	100	0	0
4	Safety Measures	380	90.27	41	9.73
5	Restroom	0	0	421	100
6	Latrines & Urinals	421	100	0	0

Sr. No.	Non Statutory Welfare Facilities	Yes	Percentage	No	Percentage
1	Housing Quarters facility	0	0	421	100
2	Transportation facility	0	0	421	100
3	Maternity benefit	67	15.91	354	84.09
4	Recreational activity	59	14.0	362	85.99
5	Employee state Insurance/ Social Insurance facilities	67	15.91	354	84.09
6	Creche facility	0	0	421	100

Above table indicates statutory and non-statutory welfare facilities available to industrial women workers. All the respondents get facilities of fresh and cool drinking water, dustbin, first aid box and latrines and urinals available at the work place, but no separate, restroom facility available for women workers 90.27 (380) get safety measures. Whereas about non – statutory welfare facilities, no one respondent get housing quarters facility, transportation facility, and crèche facility by the organization. Hardly 15.91% (67) women workers can get benefit 'Employees State Insurance' scheme against these. Women can avail maternity benefit under this scheme. 14.01% (59) women workers get benefit of recreational facilities, these recreational facilities helps to lessen work and life stress of workers.

### **Findings:**

Study has found that respondents have to work for a meager payment, due to low educational level absence of any technical knowledge and many other things like, families economical adversities. 61.76% (260) get wages upto 5000, 37.62% (158) get wages upto 10,000. Also savings play important role in human life nearly 22.66% (95) don't make any savings. No separate restroom is available for women workers. Drinking water, dustbin, first aid box, latrines and urinals are available at workplace. Safety measures plays an important role nearly 90.27% (380) get safety measures.

About non statutory welfare measures no one get housing quarters facility, transportation facility crèche facility by the organization. These women don't have any social security. The workers who are registered under Employees State Insurance can have medical facility as well as could get maternity benefits. Only 14.01% (59) can get benefit of recreational facilities.

### **SUGGESTIONS:**

1. It is suggested that the present living cost is high. Some respondents are getting wages upto 5000. With a meager income family could not subsist properly. So the employer should give wages according to the Minimum Wage Act.

2. Employer should encourage the workers to make savings in every month. So the reserve fund can be used for future contingencies.
3. Education plays an important role in achieving life goals and career advancements, So employer should inspire women respondents for getting advanced & technical knowledge and for completing their semi supinated education.
4. The employer should provide separate restroom for women workers.
5. Considering the physical health and wellbeing Employer should provide detached latrines and urinals for women respondents.
6. Safety measures as an intrinsic part of worker's work life provide safety from industrial accidents. So the employer should provide required safety measures to women workers.
7. Employees State Insurance Act is applicable where 10 or more persons are working. So it is suggested that the employer who employed 10 or more workers should registered all workers under ESI Act. This may be helpful to provide social security as well health insurance to them.

### **CONCLUSION:**

The industrial sector generates employment opportunities for rural population. Economically backward families found employment in industries. This working group migrated from village areas towards industry situated area. This group work under vulnerable situation. These work group get meager payment, have no promotion, no job security, absence of social security, no paid leaves.

But these Women worker have to work for family's subsistence, for better economic position, for fulfilling other financial domestic needs.

### **REFERENCES:**

1. Arul Edison Anthony Raj and Sheeba Julius (2017). "Analysis of Labour Welfare Measures and its Its Impact on Employee commitment". International Journal of Advanced Scientific Research & Development. Vol. 4 Issue 05. PP 73-83



2. Dhani Shanker Chaubey and Babita Rawat (2016)" Analysis of Labour Welfare schemes and its impact on Job satisfaction : An Empirical Study. Management Convergence Vol. 7, No. 02, PP. 45-53.
3. Hemashree B.L and H. Nanjegowda (2017). "A Study of Labour Welfare Measures and its impact on Employees" Indian Journal of Research. Vol-6, Issue-3, PP. 564-566.
4. Viji R. and Peerzadah Mohammad Oveis (2020). "A study on Employee Welfare Measures and its Impacts Towards The Satisfaction of Employee" International Journal of Disaster Recovery and Business Continuity Vol. 11 No. 3, PP 109-118.
5. Mridul Mishra and Arvind Joshi (2016). "A Study on Labour Welfare Measures and its Effect on Employee's Job Satisfaction in an Industry of District Faridabad". Indian J. Prev. Soc. Med. Vol. 47, No. 1-2, PP. 66-70.
6. Ravishankar S. Ulle, KotreshPatil and Aparna J. Varma. A.N. Santosh Kumar and T.P. Renuka Murthy (2018). "The Impact of Labour welfare Measures on Employee Satisfaction". Journal of Emerging Technologies and Innovative Research Vol.-5, Issue – 8, PP 853-857.
7. Varadraja and D. Charumathi (2019). "Impact of Welfare Measures on the Quality of Employees Performance with special Reference to construction Industry". International Journal of Management Science and Business Administration. Vol-5, Issue – 2, PP 30-36.
8. DhruvalDevani and AnuradhaPathak (2020). "The Study on Impact of Employee Welfare Measures in Dimond Industry." International Journal of Creative ResearchThoughts. Vol-8, Issue-4, PP-2903-2911.
9. P. Chandrasekaran and P. Ganeshprabhu (2020). "A study on Employee Welfare Measures In Construction Industry in India." International Journal of Scientific and Technology Research". Vol-9, Issue-02, PP. 990-997.

**Websites :**

1. <https://www.esic.nic.in>
2. <https://www.slideshare.net.ESI ACT>
3. <https://www.academia.edu>
4. <https://www.yourarticlelibrary.com>