



A SOCIOLOGICAL STUDY ON LABOUR WELFARE MEASURES WITH REFERENCE TO FOUNDRY INDUSTRY

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ABSTRACT

The present study is made an attempt to identify the labour welfare measures adopted Foundry industry. Labour welfare means anything done for the comfort and improvement of the labours over and above the wages paid which is not a necessity of the industry. The basic purpose of labour welfare is to enrich the life of labours and keep them happy. Labours spend at least half their time at work or getting to it, or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs, hopes and anxieties.

Key words: Welfare, Wages, Organization, Improvement.

INTRODUCTION

The present chapter deals with the conceptual frame work of labour Welfare facilities. Welfare is one if those commonly used words which are easy to understand but different to define. To become more difficult to define welfare in relation to a particular section of society for such a arrowing down will always be arbitrary, besides the concept of welfare is

related of historical and environmental condition and differ from country to country and place to place. The difficulties have resulted in a large number of definition of labour welfare suitable in a particular context or set of conditions, some definition described it as an attitude of mind while other merely catalogue the schemes and measures which should be included in labour welfare. There are some who emphasize voluntary nature of welfare work and include only that work in labour welfare which is undertaken by an employer.

Labour welfare is a term including various services, benefits and facilities offered to labours by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Labour welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Through such generous benefits the employer makes life worth living for labours welfare includes anything that is done for the comfort and improvement of labours and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the labours high so as to retain the labours for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Labour welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

Definitions of Labour Welfare

According to Sr.N.M.Joshi: welfare work "Covers all the efforts which Labours make for the benefit of their labours over and above the minimum standards of living working conditions fixed by the factories act and over and above the provisions of the social legislation providing against accident old age, unemployment and sickness".

The oxford dictionary: Welfare as effort to make life worth living for workman under taken. "Welfare is a very broad term covering social security and such other activities as Medical aid, crèches, canteen, recreation, housing, adult education, arrangement.

R.R.Hopking: "Welfare is fundamentally on attitude of and the part of management, influencing the method by which management activities are under taken".

The following are the features of labour welfare:

1. Labour welfare is a comprehensive term including various services, facilities and amenities provided to labours for their betterment.
2. Welfare measures are in addition to regular wages and other economic benefits available to labours under legal provisions and collective bargaining.
3. The basic purpose of labour welfare is to improve the lot of the working class and thereby make a worker a good labour and a happy citizen.
4. Labour welfare is an essential part of social welfare. It involves adjustment of an labour's work life and family life to the community or social life.
5. Welfare measures may be both voluntary and statutory.

Labour Welfare Categories

It is useful to consider welfare benefits under two basic categories, namely, intra-mural and extra –mural.

A) Intra-mural:

- a) Drinking water
- b) Toilets
- c) Crèches
- d) Washing facilities
- e) Occupational Safety
- f) Uniforms and protective clothing
- g) Shift allowance
- h) Canteen

B) Extra-mural:

- a) Social insurance (Gratuity, Pension, PF, etc)
- b) Benevolent fund
- c) Maternity benefits
- d) Health and medical facilities
- e) Education facilities
- f) Housing facilities
- g) Recreation facilities
- h) Leave travel facilities

- i) Workers' cooperatives
- j) Vocational training

Labour Welfare Facilities

Labour Welfare measures include provision of various facilities and amenities in and around the work place for the better life of the Labours.

Sanitary and Hygienic facilities

a) Industrial hygiene:

The subject of industrial hygiene deals with the science and art of the preservation and improvement of health and comfort of the workers through the recognition, evaluation and control of the environment that are sources and causes of illness in industry. This involves primarily a programme of Health conservation and occupational disease prevention. A safety committee comprising of will be constituted for this purpose to review to receive measures to control a Doctor and a Safety Engineer.

b) Legislations to protect and maintain sanitary and hygienic conditions:

With a view to maintain industrial health and hygiene Government has enacted number of legislations, which puts restrictions and compels the employers, such as the Factories Act 1948, the Mines Act 1952 which lays down various preventive measures which must be implemented by the employers. Along with this, we have the Labours State Insurance Act which provides for medical facilities and amenities as well. For the effective and efficient functioning of all the facilities provided by the above statutes, strict supervision is necessary both from the point of view of welfare and industrial morale.

Housing

The legislations to promote industrial housing, living conditions have considerable bearing on health, efficiency and well being of a worker. The expenditure on housing is not a non-produce investment for a worker who is reasonably housed can be expected to contribute his maximum to the productive efforts of the community. Keeping this in mind, many housing acts have been passed for the benefit of industrial workers. It encourages managements to build subsidized houses on the basis of a subsidy cum loan scheme from different agencies for the benefit of their labours.

Rest facilities

The Factories Act provides for the suitable sitting arrangement at workplace, proper shelters, rest rooms, and lunch rooms in a factory where in more than 150 workers are employed.

Medical facilities

Medical facilities as preserved by legislations initially the Factories Act 1934 and the more Comprehensive Act of 1948 provided for cleanliness disposal of wastes and effluents, initiation and temperature control, dust and fume, overcrowding lighting, latrines and urinals and spittoons etc. The act has made the maintenance of first aid kits and ambulance mandatory where 500 more workers are employed. Statutory medical facilities are also provided under a more comprehensive Labours State Insurance Act 1948. This act extends such benefits, dependent benefits, sickness benefits and medical benefits. The families of workers are also covered to some extent under this act. A part from medical and health facilities provided by legislations medical facilities provided by legislations medical facilities are extended to workers on a voluntary basis by employers, labour welfare centres and trade unions.

Recreational and Cultural Activities

Leisure time pursuits, which may benefit workers, both mentally and physically, by way of recreational and cultural activities, like Library services, lectures, drama clubs, music, orchestra and choirs, cinema shows, table tennis, tennis, football, swimming, boating, etc. etc.

Transport facilities

Most Western European countries enjoy a well-developed public transport service. Any acute transport problem faced by industrial workers is therefore of only temporary in nature. To meet any problematic situation, undertakings may subsidies private transport companies or reach an agreement with local transport authorities or provide their own transport.

Holiday's facilities

Workers' organizations or trade unions and several large undertakings have elaborate programmes for heavily subsidized holiday facilities viz. LTC and LLTC family members. (Leave Travel Concession and Liberalized Leave Travels Concession)

Educational facilities

The need and importance of such educational facilities in India have been accepted and emphasized by various commissions and committees, such as the Indian Industrial Commission of 1918, the Royal Commission on Labour of 1946, the National Commission on Labour of 1966, the Malaviya Committee on Labour Welfare of 1969, and many others. Lack of education is found to be the root cause of the inability of the workers to adapt themselves to changes from agricultural to industrial occupations. Education would improve the quality of the labour force, for it would provide opportunities for a proper training for the acquisition of skills and techniques which are essential for workers in an industry and which will enable them to adjust themselves to their particular way of life.

REVIEW OF LITERATURE

Aswathappa (2010) in his book, "Human Resource Management" discussed the various types of benefits and services provided to labour's in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way.

Bansode [1996] conducted research on "A study of Labour welfare facilities in the Jamshri SPG and WVG mills" co.ltd, Solapur. She focused her research on Labour welfare facilities in Jamshri SPG and WVG mills. She also found the awareness of employees and their knowledge towards labour welfare programme. This research is conducted in Solapur with sample size of 86. Finally she concluded that the improvement of human performance depends on how personnel department takes care of employee's attitude and health. It influences employee's attitude towards work and work environment. She said welfare programmes help the management to maintain harmony and is essential human objective of the company to undertake welfare activities. The larger society also believes that the company is normally responsible for the welfare of employees. The workers were much co-operative for filling up the questionnaires. It is found that the workers are more or less satisfied with the majority of the facilities provided by the company. But these welfare facilities are being provided as a matter of formality and for fulfilling statutory requirements. It is found that cleanliness, disposal of waste and effluents, ventilation and temperature, lighting, drinking water, latrines and urinal, spittoons, safety canteen, leave benefit, House rent allowance, medical facilities, festival advance, uniform etc facilities are given to employees properly. It shows that efforts are made by the company for providing the welfare

facilities to the workers as per the statutory provisions. Company should provide all facilities as per demand and need of workers which will help in increasing the efficiency of workers.

Binoy Joseph, Josephin Jodey (2009), studies in the article points out that, the structure of welfare states rests on a social security fabric. Government, employers, trade unions have done a lot to promote the betterment of workers conditions.

David, A Decenzo (2001) and Stephen P. Robbins in their book, "Personnel / Human Resource Management explained the various benefits and services provided by the companies to their labours. According to them, the legally required benefits and services include social security premiums, unemployment compensation, workers compensation and state disability programs. They felt that the cost of the voluntary benefits offered appears to be increasing.

Michael (2001) in his book, "Human Resource Management and Human Relations" said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of labour's thereby good human relations will develop among different cadres of labours.

Punekar, Deodhar and Sankaran (2004) in their book, "Labour Welfare, Trade Unionism and Industrial Relations" stated that labour welfare is anything done for the comfort and improvement, intellectual and social-well being of the labours over and above the wages paid which is not a necessity of the industry.

RESEARCH METHODOLOGY

Need for the study

To know that whether welfare facilities play an important role on the working of labours, And to know when the labours are dissatisfied welfare facilities will help them to get motivated. Labours play an important role in the industrial production of the country. Hence, organizations have to secure the cooperation of labours in order to increase the production and to earn higher profits. The cooperation of labours is possible only when they are fully satisfied with their employer and the working conditions on the job. In the past, industrialists and the employers believed that their only duty towards their labours was to pay them satisfactory wages and salaries.

Objectives of the study

1. To study the existing welfare facilities provided to the labours.
2. To know the labours opinion about the present welfare facilities.

3. To study the satisfaction of workers towards the present welfare facilities.

Scope of the Study

This study aims to find out the satisfaction of the labours, whether the company is providing necessary health, safety and welfare measures in Foundry industry. The scope of the current study named "Labour welfare measures" is limited only to Foundry industries. This study helps to improve the performance of the Human resource management department.

Limitations of the study

The study has the following limitations. Labours were hard pressed for time in view of the job demands, and rigorous work schedules. Hence, the researcher has to persuade them for sparing Time for responding to the questionnaires and interviews. When he found that the respondents were not able to spend adequate time for the purpose, he had to request them to allot time after the shift timing In fact, establishing rapport with the respondents posed a problem initially.

Collection of Data

The data has been collected from two sources of data that is primary and secondary data. Primary data Questionnaire methods are used to elicit information from labours of various hierarchy departments. Primary data are those which are gathered especially for the project at hand is directly through questionnaire & personal interaction. Primary data is collected by administering the questionnaire & personal interaction. Secondary data has been collected from different books and company files and website. The secondary data has been collected by an individual from different sources. The present paper is part of author's Ph.D .thesis entitled " A Sociological Analysis on Foundry Labourers and Welfare Measures in Belgaum Clusters" The study is based on the primary data which is collected from the 2 Foundry in Belagavi Cluster of Belagavi district of Karnataka state. Through the random sampling methods 100 Foundry labourers were selected to generate primary data.

Sampling size

The study was taken on 100 respondents. Data presentation Data was presented with the help of tables, interpretation and observation were noted below each tables. Data analysis Data was analyzed by simple qualitative analysis for the study The present study is based on the primary data which is collected from the 2 Foundry in Belagavi Cluster of Belagavi district of Karnataka state. Through the random sampling methods 100 Foundry labourers were selected to generate primary data. The present study is based on the primary data which is collected

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RESULTS AND DISCUSSION

TABLE NO 4.1 Opinion about labour welfare

Aspects	Percentage YES	Percentage NO
Drinking water	98	02
Toilets	96	04
Crèches	12	88
Washing facilities	98	02
Occupational Safety	82	18
Uniforms and protective clothing	96	04
Shift allowance	98	02
Canteen	84	16
Social insurance(Gratuity, Pension, PF, etc)	92	08
Benevolent fund	78	22
Health and medical facilities	86	14
Education facilities	83	17
Housing facilities	16	84
Recreation facilities	62	38
Leave travel facilities	78	22
Workers' cooperatives	90	10
Vocational training	85	15

The above table gives information about labour welfare facilities provided by the plant. 98% of labours opined that they have pure drinking water facility. 96% of labours said that they have clean and hygiene toilet facility and 4% of respondents are not satisfied with the toilet facility. 88% of labourers said that they do not have crèche facility because crèche facility is provided when there are 30 or more than 30 women workers are employed in an organization. 98% of the respondents are satisfied with the washing facility available in the plant and only 2% are not satisfied with the washing facility. 82% of labourers are issuing safety measures time to time and 12% are not satisfied with the safety measures provide by the plant. 96% of labourers replied that they have uniforms and protective cloths and they use them regularly. 98% of workers are satisfied with the shift allowances provided by the plant because this is determined on the basis of rivalry organizations and government rules. 84% of respondents opined that they have subsidized canteen facility because it has been set up accordance with the factories act. 92% of labours said that they have been covered under various social security measures. 78% of labours said that they have benevolent fund and 22% of labours

said that they do not have benevolent fund. 86% of labours replied that they have medical facility which has been covered under ESIC. 83% of labours said that they have educational facility provided by the plant for their children’s education and the plan is also providing scholarship facility. 84% of labours said that they do not have housing facility and they are paying more for house rent. 62% of labours said that their organization conducts recreational activities to motivate workers towards attainment of desired goals. 78% of labourers said that they have sufficient leave facility and travelling allowance. 90% of labours opined that they have worker’s cooperative society which will help them in their financial needs. 85% of respondents said that their organization provides vocational training facility when needed. It doesn’t provide training to only new worker but also conducts training to present employees.

TABLE NO 4.2 Proper care about welfare measures and happy with the overall welfare facilities.

Happy with the overall welfare facilities Proper care about welfare measures		
Percentage Yes	Percentage No	Total
74	26	100

The above table shows that 74 (74%) respondent said that proper case about welfare measures and happy with over all welfare facilities is yes, and 26 (26%) respondents said that proper case about welfare measures and happy with over all welfare facility is also other respondents had given mixed response. And respondent or respond that happy with over all welfare facilities and proper case about welfare facilities is not satisfied. Here the researcher identified that the spec organization is having proper care about welfare measures and also the employees are happy with the overall welfare facilities. Employee labour welfare is a comprehensive term including various services benefits and facilities offered to employee by the employer through such generous fringe benefits the employer makes life worth living for employees Every organization is taken proper care about welfare measures because of the working developing the working environment and increasing the individual performance of the employees and also develops the organization productions According to researcher observation spec organization is provided good welfare measures like drinking water clean toilet counselling proper ventilation of lighting f training development programmes facilities

maternity etc. And also it is not provided canteen facilities housing, Managers and also limited recreation facilities for the reason of less workers in the organ but the workers are satisfied available resources.

Findings

1. The majority of respondents are having good opinion and most of the workers are satisfied with the facilities.
2. The majority of respondents belong to 21- 40 year of age group.
3. The majority of respondents are technically qualified.
4. The most the respondents have 6-10 year work experienced
5. The majority of employees working condition is good.
6. The majority employees are happy with health facility.
7. The most of the respondents feel that drinking water provided is good.
8. The majority of respondents getting washing allowance.
9. The most of the respondents satisfied with sitting arrangement &rest room facilities.
10. The most of the respondents satisfied with canteen facility.
11. The most of the have respondents' good opinion about recreational facilities.
12. The majority of employees are satisfied with their working hours.
13. This survey reveals that most of the workers are satisfied with ESI and PF.
14. The majority of employees are satisfied with Education facilities and Vocational training.
15. The majority of employees are satisfied with Drinking water and Toilets.

Conclusion

Human resource plays an important role in any organization. Labour welfare facilities are concern to this department, if the labour happy with welfare facilities then only the productivity of that organization can be increased. Based on the study of Labour Welfare Facilities in Foundry industry it is clear that the companies are very keen in the promoting all the welfare facilities provided by Foundry industries.

The welfare measures will have a greater influence on the working of the employee, if the employee works whole heartedly, with their full productive capacity; the productivity increased which leads to higher production.

The statutory and non statutory welfare facilities provided in this organization are satisfactory. The employees are happy and satisfied with the present facilities. Hence having

psychological and social satisfaction through welfare facilities the production is increased for the employer and social status is boosted up for the worker. So labour welfare plays an important and significant role in the welfare state of the country.

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