

A Review of Comparative Studies on Labour Welfare in Manufacturing Industries

Ms. Shaileen Jain

Assistant Professor, Faculty of Management,
Soft vision College, Indore, M.P, India
E-mail: shaileen.researchscholar@gmail.com

Abstract

Labour welfare is an important dimension of industrial relations which includes on the whole welfare facilities intended to take care of wellbeing of workers, in order to increase their standard of living. Which enhance the life and keep them happy, it is an attempt to relieve industrial workers from want, worry, and the unfavorable effects of industrialization, Proper supervision and execution of labor welfare practices is critical to satisfying the economic, social, and psychological needs of employees? Labor welfare covers conditions of well-being, happiness, satisfaction, protection, and improvement. Manufacturing companies are suggested to strictly follow labor legislation laws concerning the fulfillment of welfare measures in their companies to enrich workers' satisfaction. This study aims to locate various labor welfare practices and identify their considerable influence on workers' satisfaction levels. It can be concluded that the labor welfare facilities provided by the company are satisfactory, but there is still scope for further improvement. Therefore, competence, effectiveness, and yield can be improved to accomplish organizational goals. Manufacturing companies must ensure proper amenities, environment, and monetary benefits to enrich their satisfaction with respect to fulfilling their welfare measures, to maintain healthier industrial relations and strength in organizations, types of welfare facilities can go a long way in improving efficiency in organizations. It enables workers to lead moderately comfortable and more satisfying lives.

Keywords: Labour Welfare, Workers Satisfaction, Well-being, Manufacturing Industries, Amenities etc.

Introduction

The concept of labor welfare is embedded in the idea that contented and well-cared-for employees are likely to be more productive, committed, and faithful to their employers. Labour welfare implies the surroundings up to minimum

gratifying standards and the provision of facilities such as health, food, clothing, medical assistance, education, insurance, job security, and recreation. These facilities facilitate the worker and their family to have a good quality of work life, family life, and social life. It is not only an ethical amenability but also a strategic approach for industries aiming to create an optimistic work culture and attract and retain a talented workforce. Labor welfare contributes to social and economic development by improving the standard of living of the workforce. The basic purpose of labour welfare is to develop the life of employees and to keep them happy and pleased. Welfare facilities enable employees to have a more affluent and rewarding life. To maintain better industrial relations and stability in industries, these types of welfare facilities can go a long way in improving efficiency. Various labour welfare practices are essential as proper welfare schemes have a direct impact on an industry's growth and success. Good welfare schemes get better the organizational climate and well-being of the workforce both physically and psychologically. It enhances the desire to work and boosts workers' motivation to a higher level.

Objective of the Study

- The major objective of providing such services is to improve their work life and increase their standard of living.
- Build a stable labor force and reduce turnover and absenteeism
- To decrease the threat of further government intervention.
- There is much scope for improvement in medical benefits, fair payment, and transport allowances, which would improve security.
- Intensive labour inspections should be conducted to ensure that employers comply with labour standards.
- Reforms in wage formation and the attainment of better and modern machinery are other suggestions put forth by the authors.
- Manufacturing companies must ensure proper services, surroundings, and economic benefits to improve their satisfaction with respect to fulfilling their welfare measures.

Litreture Review

According to Industrial Labour organization (ILO) "Labour welfare may be understood and including such service and facilities which may be established in area of responsibility to perform their work in healthy and pleasurable environment and to avail the facilities which improve their health and bring high morale. Labour welfare dealings are very essential component to maintain the pleasant healthy relationship between management and employees and also to increase the standard of living of the people (Rhodes, 1998)

According to industrial Labour organisation (ILO) “Labour welfare may be implicit and including such service facilities and amenities which may be established in area of undertaking to perform their work in healthy and congenial environment and to avail of facilities which improve their health and bring high morale.

According to Madhumathi and Desai (2003) welfare does not mean facilities but the right atmosphere where the worker can respire an air of growth which enhance and think constructively so as to understand the play and interplay of his intuitive instructs and conscious emotions. Now, in all countries, welfare work is taken to be an essential part of the industrial management.

C. P. John, mention in his study, “Social Security and Labour Welfare with Special Reference to Construction Workers in Kerala” 2004, the objectives of Labour Welfare like improve the Standard of living of the workers, welfare measures are helpful to boost competence and Output and the satisfaction of the employees. This study put the fact that, welfare measures Depend on welfare fund and Government help.

Manzini and Gwandure (2011) studied that the concept of labour welfare has been used by many organizations as a approach of improving productivity of employees; especially in the mobile industry since work related problems can lead to reduced quality of life for employees and a turn down in performance. It is argued that, welfare services can be used to secure the labour force by providing proper human conditions of work and living through minimizing the dangerous outcome on the life of the workers and their family members.

Dharam Paul (2011) pointed that with the increasing speed of technological changes it is very important to conduct appropriate training programmes for employees and workers.

Palalitha and Priyanka (2014) ideated that the welfare measures need not be in monetary terms only but in any manner/forms. Employee & workers welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for healthiness, developed relations and insurance against illness, accident and joblessness for the workers and their families.

Patro (2015) in a comparative analysis of welfare measures in public and private sector initiate that an employee’s“ welfare facility is the key dimension to smooth employer-employee association. These welfare facilities improve the employees“ morale and loyalty towards the management thereby increasing their pleasure, fulfilment and performance.

Labor welfare has never been defined properly, especially in the Indian context, it has never been taken to another level, and it has been always be limited to welfare legislation. At present, there are over 150 state and central laws in India, which govern various aspects of labor welfare (Budhwar & Khatri, 2001; Venkata Ratnam, 1995). Unfortunately, while there is a propagation of legislation, the implementation has been lackluster and weak.

Srinivasa Rao and Vidyanath (2017) have carried comparative study to examine the effectiveness of statutory welfare measures fulfillment in sugar mills at Krishna District of Andhra Pradesh. The researchers vitally evaluated the canteen facility satisfaction among the selected employees of sugar mills. The researchers framed hypothesis test to explore the association between age and legal welfare measures fulfillment across the different sugar mills selected for the study

The labor and civil court does not have the jurisdiction to hear a dispute arising in the SEZs (ILO, 2012). For inspections that are mandatory in units outside SEZs, as per the Factories Act (1948) for the health and safety of workers, the Workmen's Compensation Act, and the ESI Act, the units in SEZs are permitted to obtain reports from endorsed agencies notified by the state government.

As per Parwez (2016), it is essential to study revolution in the broader field of welfare, social security and development of workers in the context of relevant legislation, in order to analyze the current trends and developments that are impacting the labour welfare functions, Labour welfare is a dynamic concept as new provisions are included with existing ones along with social changes as an ongoing process.

Overview of the Manufacturing in India

Manufacturing is emerging as an essential pillar in the country's economic growth, thanks to the performance of key sectors like automotive, engineering, chemicals, pharmaceuticals, and consumer durables. Today, technology has enthused innovation with digital transformation a key aspect in gaining an edge in this highly competitive market. In todays fast-paced and dynamic business world, manufacturing industries play a essential role in driving economic growth and development. Manufacturing is most usually applied to industrial production in which raw materials are converted in to finished goods on a great scale. In the domestic market in India, the key manufacturing industries are Automotives (dominated by two wheelers and cars which make up two thirds of the industry turnover), Labor welfare in the manufacturing sector is of greatest importance as it directly impacts the well-being, productivity, and overall

satisfaction of the workforce. Here are some reasons why labor welfare is vital in the manufacturing sector:

- **Better Productivity:** Ensuring the welfare of workers contributes to higher job satisfaction and self-esteem. Satisfied and motivated employees are likely to be more productive, leading to enlarged efficiency in the manufacturing processes.
- **Reduced Turnover:** Adequate labor welfare measures can help in reducing employee turnover. When workers feel valued and supported, they are more likely to stay with the company, reducing the costs and disruptions associated with hiring and training new employees.
- **Enhanced Health and Safety:** A focus on labor welfare includes providing a safe and healthy working environment. This not only prevent accidents and injuries but also contributes to the overall well-being of the workforce, prioritizing labor welfare in the manufacturing sector is not only morally responsible but also deliberately advantageous. It leads to a more satisfied, healthy, and engaged workforce, eventually contributing to the long-term success and sustainability of the company.

Findings

- The majority of the workers are highly benefited with the welfare measures and also it has the positive effect in the level of work satisfaction.
- The workers are satisfied with overall medical facility provided.
- Manufacturing Companies are needed to make sure proper facilities, environment and fiscal benefits to enlarge their happiness with respect to their welfare procedures fulfillment.
- There is a considerable difference in the amenity's satisfaction factor with respect to semi-skilled and highly skilled employee's welfare satisfaction. The companies are recommended to focus different welfare practices fulfillment based on their level of employment to develop the employee labour welfare practices & satisfaction.
- The manufacturing industries are suggested to strictly follow the labour legislation laws with regard to the completion of welfare facilities.
- "Labour welfare policy and administration in Haryana-A study" has stated that industrialization in India as in any other country implies the development of a factory system with employers and wage earners in unstable circumstances and with unreliable characteristics, however having some common features The author has found that the officials of the labour department, Haryana did not contact the workers. He has suggested that the officials should try to create better connection among the workers. It has been observed that in Haryana, the Labour department is headed by a minister of state. It has been suggested that a minister of cabinet rank should be appointed to handle delicate matters concerning labour policy and

administration. The author has also pointed out that with the increasing speed of technological changes it is very important to conduct appropriate training programmes for employees and workers. This concludes by stating that a strong supporting will along with vibrant policy, setting up, programming, effective accomplishment, monitoring and assessment is very essential for ensuring physical benefits to the workers.

- The empowerment of workers is necessary for an empowered, prosperous and Aatmanirbhar India. Even after 77 years of Independence, approximately 90% of workers work in the unorganized sector that does not have access to all the social securities. The total number of workers, comprising of organized and unorganized sectors, is more than 50 crores. It is for the first time that any Government has cared for the workers in both organized and unorganized sectors and their families. Earlier, the working class was entangled in web of multiple labour legislations. The Central Government has taken an innovatory step in the right direction to provide them freedom in true sense. For this, the Central Government has taken historical step of codifying 29 laws into 4 Codes, so that workers can get security along with respect, health and other welfare measures with ease.

Conclusion

The outcome of the study specifies that the welfare facilities have a significant influence on the performance of the workers. The Comparative study clearly indicates that the welfare facilities have a leading influence on the workers performance in the industries.

If the industries really consider the suggestions given by the employees and implement them, the dissatisfaction level of the employees will get reduced. The organization should take more initiatives regarding the labour welfare and there should be every so often follow up the welfare actions in the organization, which would indirectly help towards the better achievement of the organizational objectives.

A successful human resource management contributes to a powerful labour welfare and smooth industrial relations. Welfare actions provided by the industry directly impact the work ability of the employees. Proper procedures should be provided to the employees and increase ability and value. The strength of any industries depends completely on genuine working of all the workers. The management should take special care to border certain policies procedures to improve the welfare practices and safety assess of the industries.

References

- [1] Vinita, Ms. "Comparative Study of Labor Welfare Schemes of Haryana Labor Welfare Board and Kerala LaborWelfare Fund Board." *Shanlax International Journal of Management* 9, S1-Mar (March 19, 2022): 43–51.
- [2] Ahuja, Ravi. "Minoritarian Labour Welfare in India: The Case of the Employees' State Insurance Act of 1948." In *One Hundred Years of Social Protection*, 157–88. Cham: Springer International Publishing, 2020.
- [3] Kumar, S. & Yadav, S.S. (2002). Satisfaction level from labour welfare schemes in sugar factories of Gorakhpur division. *The Indian Journal of Economic*, 33(329), 171-188
- [4] Lalitha, K., & Priyanka, T. (2014). A Study on Employee Welfare Measures with Reference to IT Industry. *International Journal of Engineering Technology, Management and Applied Sciences*, 2(7),191-195.
- [5] Dharam Paul "Labour Welfare Policy & Administration In Haryana: A Study" *International Referred Research Journal*, ISSN- 0974-2832 Volume. I ISSUE-25 February, 2011, pp60-61.
- [6] Laitha, K., and T. Priyanka "A study on employee welfare measures with reference to IT industry." *International Journal of Engineering Technology, Management and Applied Sciences* 2.7 (2014): 7-11.
- [7] Venugopal, D., et al. "Employee welfare activities with respective measures in industrial sector-A study on industrial cluster at Chatter district." *International journal of research in commerce, IT and management* 1.6 (2011).
- [8] P. John, "Social Security and Labour Welfare with Special Reference to Construction Workers in Kerala", Kerala Research Programme on Local Level Development Centre for Development Studies Thiruvananthapuram, Discussion Paper No. 65, ISBN No: ISBN No. 81-87621-68-0. 2004