



IMPLEMENTATION OF LABOUR WELFARE LEGISLATIONS IN THE TEXTILE INDUSTRY OF TELANGANA- A SELECT STUDY

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Abstract

Welfare activities influence the sentiments of the workers, when they feel that both the employer and the Government are interested in their welfare and happiness, their tendency to grouse and grumble disappear. This leads to industrial peace which in turn opens the way for the development of the country. This paper examines the research question that whether employees are aware and satisfied of labour welfare measures being practiced in their working organizations. The present study adopts the descriptive research design for conducting the research work and sampling was done through convenience sampling method. The study involves both primary and secondary data. Primary data was collected through schedule method. The sample size was fixed at 126. The data analysis was done by applying statistical tools like percentages, weighted average mean score and Chi-square test. The proposed hypotheses were tested and proved significant. It shows that the employees are well aware and highly satisfied with the existing labour welfare measures in the select textile units of Nalgonda District in Telangana State.

Key Words: *Labour Welfare Measures, Employee Perception, Level of Satisfaction.*

1. Statement of the Problem

Welfare measures also serve to enhance an organization's image as a caring employer. This image can be very useful to organizations in recruiting the workers. Social advantage of labour welfare is by no means less important than economic ones. The provision of canteen, where balanced diet is available at subsidized rates, improves workers' health, entertainment tends to reduce the incidence of vices, medical aid and maternity benefits improve the health of workers and bring down the rates of general, maternal and infant mortality and like wise educational facilities broaden their outlook and improve mental health. The welfare measures have more relevance in the context of the poor standard of living of the Indian working class. It is, therefore, one major aspect of national programmes towards the promotion of the welfare of the people and is as such designed to create a life and work environment of decent comfort for working class. As stated already, the directive principles of state policy in our constitution have very significantly highlighted the need for securing just and humane conditions of work for this vital segment of the community.

The concept of labour welfare measures has been evolved in order to extend a measure of social assistance to the section of workers toiling in various sectors. For this end, separate legislations have been enacted by parliament to setup welfare funds to provide housing, medical, education and recreational facilities to workers employed. Thus the aspect of labour welfare measures do have its significant role in the promotion of better industrial relations, environment and industrial harmony in the society.

2. Scope of the Study

The concept of labour welfare is dynamic bearing a different interpretation from country to country and from time to time and even in the same country according to value, system, social institutions, degree of industrialization and general level of social and economic development. The scope of labour welfare can be understood by considering both statutory and voluntary welfare measures undertaken by the employers. The study brings out the awareness and satisfactory levels of the employees working in the cotton textile industry in Nalgonda District of Telangana State. The study brings out the demanding needs and aspirations of the employees in the textile industry under the purview of labour legislations and enactments.

3. Review of Literature

Joseph et. al (2009) made a study on labour welfare in India covering 10 five year plans. It is noted that the government and non government organizations provide housing facilities, education, occupational safety, health, prevention of child labour and bonded labour, and working women welfare. The improvements in labour welfare increased the productivity and industrial harmony. The government gave more importance to welfare through the laws like factories act, compensation act, etc. The ministry of labour set up women cell in 1975. The worker educations are also considered as important by the government of India. Private Sector also provides welfare facilities like education to the children, provision of schools, reading rooms, libraries, medical facilities,

Ming-Sum Tusi et. al (2009) made a study on labour welfare in Hong Kong. It was discussed that the Union Sponsored labour Welfare represents some of the biggest workers unions in Hong Kong. The Union encouraged the employees to be

better producer for their companies and encourage, the employer to provide better working conditions. The Hong Kong companies' encourage the employees through the cooperation and equal participation of employers and employees in the management. It is recorded that the labour in Hong Kong lacks collective bargaining power so the government helps to improve the labour management relations. Good relationship is identified between the trade union and labour in Hong Kong.

Baluchamy (2010) compared the Status of women labourers in Textile and non Textile industry in Coimbatore and Dindigul districts. A sample of 500 women laborers were been selected for the study. Data were collected using interview schedule. Using one way table, Chi-Square, and multivariate analysis, it is found that working women face problems like insufficient wages, overwork, ignorance against occupational hazards, and discrimination in securing employment. It is recorded that women workers are ill treated and not provided with a good safety mechanism during night shifts. It is also recorded that they have low level of knowledge on labour welfare acts.

Harilal et. al (2010) in the study titled "Implementation of labour welfare measures in public sectors of Kerala" surveyed 255 employees by personal interview method to collect the data. The samples were selected from the employees of public sectors using multistage random sampling method. Employees are satisfied with statutory welfare measures and washing facilities, store, and clothing facilities. However, they are not satisfied with non statutory welfare measures like children education and transport facilities. It is recorded that there is no crèche. It was concluded that public sector employees are not provided with many non statutory welfare facilities.

Poongavanam (2011) in his article, "A Study on Labour Welfare Facility (with reference to AFT, Pondicherry) made an attempt to study the Welfare facilities provided by a large, well-recognised Government enterprise in Pondicherry, namely Anglo French Textiles. The study found that welfare measures will improve the physique, intelligence, morality and standard of living of workers, which in turn will improve their efficiency and productivity.

Manju et. al (2012) for their study titled "A study on Labour Welfare measures in Salem Steel Plant" with objectives to study about the various labour welfare provided by the Salem Steel Plant to its employees; to study the attitudes of the workers towards the various welfare provided by the industry; to study the impact of labour welfare measures on the productivity of the industry; to suggest recommendation on the basic of which the labour welfare can be improved. The data were collected from the blue collar and white collar employees. Data were collected through the questionnaire with a sample of 105 respondents chosen stratified random sampling. The results showed that most of the respondents are satisfied with canteen facilities. Half of the respondents are satisfied in role of welfare officer.

4. Objectives of the Study

1. To study the awareness level among the employees in the select textile units
2. To analyze the level of satisfaction among the employees in the select textile units
3. To suggest some suitable measures that cater to the needs and aspirations of the employees in the select textile units.

5. Research Methodology

The present research study adopts the Descriptive Research Design. The study uses both primary and secondary data. Primary data was collected through schedule method, Secondary data was collected through company records, journals, books etc,. The convenience sampling method was adopted to carryout the research study. The sample size for the study consists 126 employees from the select cotton textile units in Nalgonda District and they are drawn from all the concerned departments on gender ratio of 50:50. The schedule consists of mostly closed ended questions with 5-point Likert scale i.e. Highly Satisfied, Satisfied, Average, Dissatisfied and Highly Dissatisfied. The statistical tools applied for the study are percentages, weighted average mean score and Chi-square test.

6. Data Analysis and Interpretation

Table 1: Awareness on Statutory Welfare Facilities

S. No	Awareness on Statutory	No. of Respondents	Percentage
1	Extremely Aware	15	12
2	Moderately aware	75	59.5
3	Somewhat aware	15	12
4	Slightly aware	10	8
5	Not at all aware	11	8.5
Total		126	100

Interpretation: It is witnessed from the table no.1 that 59.50% of the respondents are moderately aware about welfare facilities with 12% as somewhat aware. On the other hand 8.5% 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 2: Sex and Level of Awareness on Statutory Welfare Facilities

Sex	Level of Awareness					Total
	Extremely aware	Moderately aware	Somewhat aware	Slightly aware	Not at all aware	
Male	10 (66.7%)	40(54.1%)	7(46.7%)	3(30%)	3(25%)	63(50%)
Female	5(33.3%)	34(45.9%)	8(53.3%)	7(70%)	9(75%)	63(50%)
Total	15	74	15	10	12	126

Interpretation: It can be inferred from the table no.2 that the percentage of extremely aware of statutory welfare measures in textile industries was the highest (66.7%) among the Male category of the respondents and the same was the lowest (33.3%) among the female category of the respondents. The percentage of moderately aware of statutory welfare measures in textile industries was the highest (54.1%) among the Male category of the respondents and the same was the lowest (45.9%) among the female category of the respondents. Whereas percentage of not at all aware of statutory welfare measures was the highest (75%) among the female category of the respondents and the same was the lowest (25%) among the male category of the respondents.

In order to find the relationship between sex of the respondents and level of awareness on Statutory welfare measures 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.

Table 3: Sex and Level of Awareness on Statutory Welfare Measures (Chi-Square Test)

	Value	Degree of Freedom	Table value at 5% Significant
Pearson Chi-square	15.46	4	9.42

H_0 : There is no significant relationship between the sex of the respondents and level of awareness on Statutory welfare measures in textile industries.

H_1 : There is a significant relationship between the sex of the respondents and awareness on statutory welfare measures in textile industries.

Interpretation: It is witnessed from the table no.3 that the calculated chi-square value is more than the table value at 5% significance level. Hence, the null hypothesis H_0 is rejected and alternative hypothesis H_1 is accepted. From the analysis it is concluded that there is significant relationship between the sex of the respondents and level of awareness.

In the present study 13 provisions are taken into consideration to know the level of satisfaction of the workers on each provision. In order to make the interpretation easier, the mean scores are converted into percentage using the formula. Percentage Score = (Mean Score – 1) x 25. This is done on the assumption that the mean score of 1 indicates 20 per cent, 2 corresponds to 40 per cent, 3 indicates 60 per cent, 4 corresponds to 80 per cent, and lastly 5 indicates 100 per cent. The per cent score indicates the degree to which a particular dimension exists out of the ideal 100.

It can be observed from the table no.4 that the overall mean score of 3.95 i.e.73.84 per cent indicates that majority of the respondents are satisfied with the welfare measures provided by the organization. A few are not satisfied with welfare measures provided by the organization. Therefore, it is suggested that the existing welfare measures may be improved further.

Maximum 95%, 90%, 87.5%, 85%, 85%, 80% of the respondents are highly satisfied with Drinking/washing Facilities, Medical facilities, working environment (Cleanliness/Lighting/Ventilation), Shelters, Restrooms and lunch rooms, First aid appliances and Facility for storing and drying clothing benefits provided by the organization. Minimum of 72.5% and 60% of the respondents are moderately satisfied with the Crèches and canteen food provided by the organization.

Level of satisfaction for Accommodation in Labour Colony and Interest Free Loan for Children education is again average with 65% and 60% respectively. Minimum 30%, of the respondents are highly dissatisfied with the Welfare officers as the representative of the workers rather they are of the opinion that welfare officers do not listen to their problems properly.

Table 4: Level of Satisfaction for Welfare Measures

S. No	Provisions/Facilities	Weighted Average Mean Score	Percentage
1	Drinking / Washing facilities	4.8	95
2	Facility for storing and drying clothing	4.2	80
3	First aid appliances	4.4	85
4	Canteens	3.4	60
5	Shelters, restrooms and lunch rooms	4.4	85
6	Crèches	3.9	72.5
7	Working environment (Cleanliness/Lighting/Ventilation)	4.5	87.5
8	Welfare officers as the representative of the workers	2.2	30
9	Medical Facilities	4.6	90
10	Retirement Benefits	3.9	72.5
11	Transport Facility	4.1	77.5
12	Accommodation in Labour Colony	3.6	65
13	Interest Free Loan for Children education	3.4	60
	Over all Score	3.95	73.84

Table 5: Experience and Level of Satisfaction for Welfare Measures

Experience/ Satisfaction Level	Level of Satisfaction					Total
	Highly Satisfied	Satisfied	Average	Dissatisfied	Highly Dissatisfied	
Less than 5 Years	2(12.5%)	8(20.5%)	10(28.6%)	7(29.2%)	4(33.3%)	31
5-10 Years	3(18.8%)	8(20.5%)	10(28.6%)	7(29.2%)	4(33.3%)	32
10-15 Years	5(31.2%)	11(28.2%)	9(25.6%)	5(20.8%)	2(16.7%)	32
Above 15 Years	6(37.5%)	12(30.8%)	6(17.2%)	5(20.8%)	2(16.7%)	31
Total	16	39	35	24	12	126

Interpretation: The table no.5 highlights that the percentage of highly satisfied respondents for welfare measures in textile industries was the highest (37.5%) who are having experience for more than 15 Years and the same was the lowest (12.5%) among the respondents having experience of less than 5 Years. The percentage of average level of satisfaction for welfare measures was highest (28.6%) among the respondents having experience of less than 5 Years and the same was the lowest(17.2%) among the respondents having experience for more than 15 Years. On the other hand the percentage of low level of satisfaction for welfare measures in textile industries was the highest(33.3%) among the respondents having experience of less than 5 Years and the same was the lowest (16.7%) among the respondents having experience between 10-15 Years. So from the above analysis it is inferred that the respondent shaving experience between 10-15 Years and Above 15 Years is highly satisfied with welfare measures when compared with other categories.

It is proved with the help of chi-square test that there is a close relationship between Experience of the respondents and the level of satisfaction for welfare measures In order to find the relationship between the respondents' income and the level of satisfaction for welfare measures in textile industries, a chi-square test is shown in the following table.

H_0 : There is no significant relationship between the respondents' Experience and their level of satisfaction for welfare measures in textile industries.

H_1 : There is a significant relationship between respondents' respondents' Experience and their level of satisfaction for welfare measures in textile industries.

Table 6: Experience and Level of Satisfaction for Welfare Measures (Chi-Square Test)

	Value	Degree of Freedom	Table value at 5% Significant
Pearson Chisquare	24.38	12	20.06

Interpretation: It is witnessed from the table no.6 that the calculated chi-square value is more than the table value at 5% significance level. Hence, the null hypothesis H_0 is rejected and alternative hypothesis H_1 is accepted. From the analysis it is



concluded that there is significant relationship between the experience of the respondents and level of satisfaction for welfare measures.

7. Findings and Suggestions

- **AWARENESS LEVEL:** Majority of respondents are well aware of statutory welfare facilities.
- **GENDER CONSCIOUSNESS :** When compared to male employees , female employees are less aware of the statutory welfare facilities. So steps should be taken to aware them on the same. It is proved with the help of chi-square test there is a significant relationship between the sex of the respondents and the level of awareness for welfare measures
- **SATISFACTION LEVEL:** Most of the workers are highly benefited with the welfare measures provided by the textile industry. On the whole, majority of the workers are satisfied with the welfare measures provided by the textile industries. Improvements are required in the canteen facilities so that workers are able to get hygienic and good quality food.
- **WELFARE OFFICER:** Betterment is required in the work of welfare officer as most of the workers are of the opinion that they do not pay attention to their problems or grievances.
- **DISPUTE COMMITTEES:** Management can think of formulation of a problem solving committee for the better solution of the welfare problems of the workers. This committee can conduct hearings from the workers or they can conduct surprise visits to the different work spot, etc for understanding and by that solving the problems also
- **SAFETY MEASURES AND WORKING CONDITIONS:** Most of the employees having between 10–15 years of experience and above 15 years of experience are highly satisfied with the safety measures, working conditions, etc. It is proved with the help of chi-square test there is a close relationship between the experience of the respondents and the level of satisfaction for welfare measures.

8. Conclusion

Labour welfare measures are important personnel and human resource functions in a business. The amount of dedication, quality of work, commitment to the organization, morale etc. are all determined by the type and amount of welfare a worker receives. In this study it was found that the employees of the selected units in the textile industry are well aware of the provisions with regard to statutory and Non-statutory welfare measures provided by the organizations. It can also be concluded that the satisfactory levels of respondents with regard to labour welfare measures are very high as it was evidenced by the validation of the empirically pre-set hypotheses.

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